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Annual Report on the Federal Work Force (Fiscal Year 2005)

Abstract

[Excerpt] The EEOC is charged with monitoring federal agency compliance with equal employment opportunity (EEO) laws and procedures, and reviewing and assessing the effect of agencies' compliance with requirements to maintain continuing affirmative employment programs to promote equal employment opportunity and to identify and eliminate barriers to equality of employment opportunity.

This report covers the period from October 1, 2004, through September 30, 2005 and contains selected measures of agencies' progress toward model EEO programs.¹ While working within our mission as an oversight agency, the EEOC strives to create a partnership with agencies. During the cited period, the EEOC sought and received assessment input from EEO Directors through several EEOC-sponsored feedback sessions. The information that we received has been invaluable as we work to achieve excellence in program planning and evaluation. The EEOC plans to continue dialogue with EEO Directors as we work to address the concerns of federal agencies.

Keywords

Federal Operations, Equal Employment Opportunity Commission, EEOC, report, annual, assessment, federal work force, compliance, affirmative employment, equal employment, oversight, programs, 2005

Comments

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OFFICE OF FEDERAL OPERATIONS



Annual Report on the Federal Work Force

Fiscal Year 2005

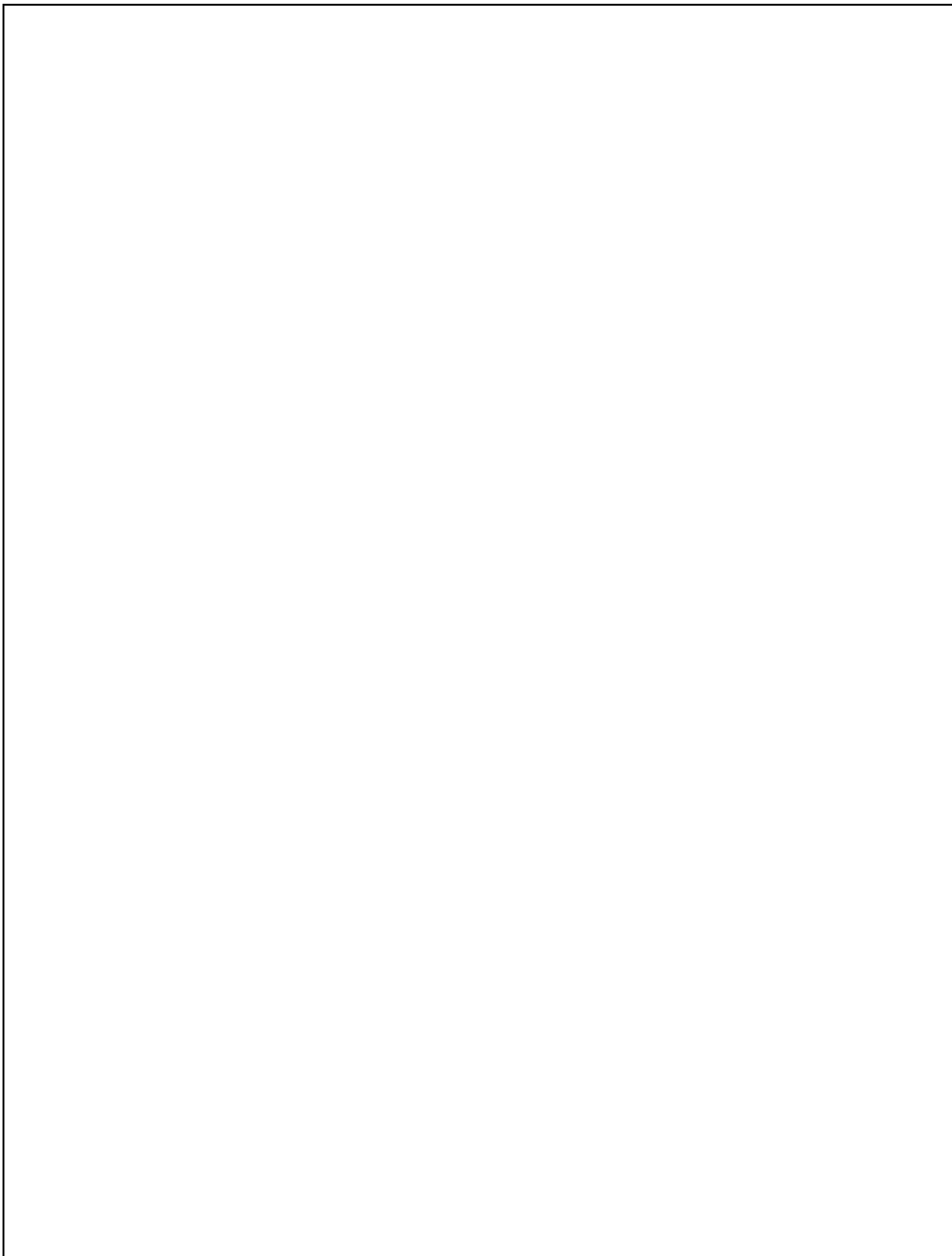


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Web-site at <http://www.eeoc.gov/federal/fsp2005/index.html>)**

PREFACE

The U.S. Equal Employment Opportunity Commission (EEOC or Commission) was established by *the Civil Rights Act of 1964, Title VII*, with the mission of eradicating discrimination in the workplace. In the federal sector, EEOC enforces *Title VII*, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin; the *Age Discrimination in Employment Act of 1967 (ADEA)*, which prohibits employment discrimination against individuals 40 years of age and older; the *Equal Pay Act of 1963 (EPA)*, which prohibits discrimination on the basis of gender in compensation for substantially similar work under similar conditions; and the *Rehabilitation Act of 1973 (Rehabilitation Act)*, which prohibits employment discrimination against federal employees and applicants with disabilities and requires that reasonable accommodations be provided.

The EEOC is charged with monitoring federal agency compliance with equal employment opportunity (EEO) laws and procedures, and reviewing and assessing the effect of agencies' compliance with requirements to maintain continuing affirmative employment programs to promote equal employment opportunity and to identify and eliminate barriers to equality of employment opportunity.

Equal Employment Opportunity Management Directive 715 (MD-715), issued October 1, 2003, established standards for ensuring that agencies develop and maintain model EEO programs. These standards will be used to measure and report on the status of the federal government's efforts to become a model employer. As detailed in *MD-715*, the six elements of a model EEO program are:

- Demonstrated commitment from agency leadership,
- Integration of EEO into the agency's strategic mission,
- Management and program accountability,
- Proactive prevention of unlawful discrimination,
- Efficiency, and
- Responsiveness and legal compliance.

This report covers the period from October 1, 2004, through September 30, 2005 and contains selected measures of agencies' progress toward model EEO programs.¹ While working within our mission as an oversight agency, the EEOC strives to create a partnership with agencies. During the cited period, the EEOC sought and received assessment input from EEO Directors through several EEOC-sponsored feedback sessions. The information that we received has been invaluable as we work to achieve excellence in program planning

¹ All measures under EEOC's regulations and management directives are equally important, and the inclusion of certain measures in this Report does not indicate a higher degree of importance for those measures.

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and evaluation. The EEOC plans to continue dialogue with EEO Directors as we work to address the concerns of federal agencies.

The FY 2005 *Annual Report on the Federal Work Force*, addressed to the President and Congress, presents a summary of selected EEO program activities in the federal government, including a work force profile of 59 federal agencies. The report provides valuable information to all agencies as they strive to become model employers.

To prepare this report, the Commission relied on the following data: 1) work force data obtained from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF); 2) data from the 1990 and 2000 EEO Special Files; 3) EEO complaint processing data submitted and certified as accurate by 94 federal agencies; 4) hearings and appeals data obtained from the EEOC's internal databases; and 5) EEO program data submitted and certified as accurate by 170 of 202 federal agencies and subcomponents in their fiscal year (FY) 2004 MD-715 reports.²

The Commission would like to extend its thanks to the Office of Personnel Management for providing the work force data from the CPDF, and to those agencies which timely submitted accurate and verifiable EEO complaint processing data.

For the first time, this year the Commission provided agencies an opportunity to comment on the draft of this report. The Commission thanks the twenty-one agencies which submitted comments and suggestions, for assisting in the publishing of a more accurate report. While several agencies discovered that incorrect data on its EEO Form 462 Report was previously submitted, the Commission was not at this time able to publish those changes. Agencies are encouraged to submit all Reports to the Commission in a timely and accurate manner to ensure that the state of EEO in the federal work force is reflected correctly.

² We have included additional data provided by the U.S. Postal Service, the Tennessee Valley Authority and the Army and Air Force Exchange Service, which are not reported in the CPDF. It should be noted that, total work force numbers are not provided by certain agencies for national security reasons. In addition, the CPDF data may not include some employees in non-pay status, such as employees on extended military leave. Neither the 1990 nor 2000 EEO Special File controls for citizenship.

EXECUTIVE SUMMARY

STATE OF EEO IN THE FEDERAL GOVERNMENT

- ❑ In FY 2005, there were 2.6 million women and men employed by the federal government across the country and around the world.
 - 57.0% were men and 43.0% were women; the participation rate for women has steadily increased over the last ten years.
 - 7.6% were Hispanic, 66.5% were White, 18.3% were Black, 5.9% were Asian American/Pacific Islanders, and 1.7% were American Indian/ Alaskan Natives.
- ❑ Between FY 2004 and FY 2005, Hispanics and women remained below their overall availability in the national civilian labor force, as reported in the 2000 census. Blacks, Asian American/Pacific Islanders and American Indian/Alaskan Natives remained above their overall availability in the national civilian labor force, as reported in the 2000 census.
- ❑ The number of employees with targeted disabilities has been steadily declining in the past ten years, from 29,930 in FY 1996 to 25,142 in FY 2005. In FY 2005, Individuals with Targeted Disabilities represented less than one percent (0.96%) of the total work force.
- ❑ Approximately 0.74% of the work force held senior pay level positions, which is an increase from 0.60% in FY 1996. Women have made the most gains in securing senior level positions in the federal government, occupying 26.3% of those positions in FY 2005, up from 20.3% in FY 1996.
- ❑ Of the total work force, 54.6% of employees occupied General Schedule and Related pay system positions.
- ❑ The average grade level for General Schedule employees (permanent and temporary) was 9.9. Hispanics (9.3), Blacks (8.9) and American Indians/Alaskan Natives (8.3) all had average grade levels lower than the government-wide average.
- ❑ The average General Schedule grade for women was 9.2, nearly one and a half grades below the average grade level for men of 10.7.

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- ❑ The average General Schedule grade level for Individuals with Targeted Disabilities was 8.4, nearly two grades below the government-wide average (for permanent and temporary employees) of 9.9.
- ❑ Of the total work force, 7.5% of employees occupy positions in the Federal Wage System. In comparison to the General Schedule and Related positions, the Federal Wage System had a higher percentage of men (89.1%), Hispanics (7.9%), Blacks (18.2%), Asian American/Pacific Islanders (4.8%) and American Indian/Alaskan Natives (2.6%), and a lower percentage of women (10.9%).
- ❑ Of the total work force, 37.1% of employees occupied positions in Other Pay Systems (*i.e.* other than Senior Pay, General Schedule and Federal Wage Systems). In comparison to the General Schedule, the other pay systems had a higher percentage of men (58.9%), Hispanics (8.0%), Blacks (19.9%), and Asian American/Pacific Islanders (7.8%); and a lower percentage of women (41.1%), Whites (63.3%) and American Indian/Alaskan Natives (1.1%).
- ❑ Of the 170 agencies and subcomponents that submitted a FY 2004 MD-715 report, 54% indicated that they had issued an EEO policy on an annual basis.
- ❑ Of the 94 agencies that submitted a FY 2005 EEOC Form 462 report, 70% reported that the EEO Director reports directly to the agency head.
- ❑ A state of the agency briefing to the agency head, required by MD-715, was conducted by 38% of the 170 agencies and subcomponents that submitted a FY 2004 MD-715 report.
- ❑ A reasonable accommodation procedure was submitted to EEOC by 95% of the 94 agencies with 100 or more employees that submitted a FY 2005 EEOC Form 462 report.
- ❑ Pre-complaint EEO counseling and alternative dispute resolution (ADR) programs addressed many employee concerns before they resulted in a formal EEO complaint. Of the 41,070 instances of counseling in FY 2005, 53.7% did not result in the filing of a formal complaint due to either settlement by the parties or withdrawal from the EEO process.
- ❑ In FY 2005, 16,495 individuals filed 18,017 complaints against the federal government alleging employment discrimination.

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- ❑ The number of complaints filed declined by 5.3% from the number filed the previous year and there was a 7.7% decrease in the number of individuals who filed complaints over the same period. In FY 2005, 8.4% of the complaints filed were by individuals who had already filed at least one other complaint during the year, up from the 6.0% in FY 2004.
- ❑ Although considerable improvement occurred in FY 2005, federal agencies, as a whole, continued to exceed the regulatory time of 180 days or less, unless extended, due to settlement efforts, amendment, or consolidation for investigating EEO complaints. A total of 13,707 investigations were completed government-wide in an average of 237 days. Significantly, 7,523, or 54.9%, of the investigations were timely completed, up from the 42.7% timely completed in FY 2004.
- ❑ Agencies issued 6,381 merit decisions without a decision by an EEOC Administrative Judge, and 3,770 (59.1%) of these decisions were timely issued, up from the 43.6% timely issued in FY 2004.
- ❑ The EEOC's hearing receipts increased by 13.7%, climbing from 9,027 in FY 2004 to 10,266 in FY 2005. The average processing time for a hearing was 249 days, a 29.9% reduction from FY 2004's average of 355 days.
- ❑ The EEOC's appeal receipts decreased by 4.4%, declining from 7,831 in FY 2004 to 7,490 in FY 2005. The average processing time for appeals in FY 2005 was 194 days, a 6.3% reduction from the FY 2004 average of 207 days.
- ❑ In FY 2005, agencies paid monetary benefits totaling \$51.7 million, up from the \$29.7 million paid in FY 2004, to EEO complainants as a result of final agency decisions, settlement agreements, and final agency actions in which agencies agreed to fully implement EEOC Administrative Judge's decisions. An additional \$15 million was paid out in response to appellate decisions, a decrease from the \$22.1 million paid out in FY 2004.
- ❑ In FY 2005, EEOC engaged in a vigorous training and outreach program, reaching a record 10,267 federal employees through 248 sessions.
- ❑ In FY 2005, EEOC Form 462 reports were timely filed by 89, or 94.7%, of the reporting agencies.

PART I

SUMMARY OF EEO STATISTICS IN THE FEDERAL GOVERNMENT

Section A - Demonstrated Commitment From Agency Leadership

MD-715 requires agency heads and other senior management officials to demonstrate a firm commitment to equality of opportunity for all employees and applicants for employment. Agencies must translate equal employment opportunity into everyday practice and make those principles a fundamental part of agency culture.

1. 54% of Agencies Issued EEO Policy Statement on Annual Basis

Section II(A) of MD-715 provides that “commitment to equal employment opportunity must be embraced by agency leadership and communicated through the ranks from the top down. It is the responsibility of each agency head to take such measures as may be necessary to incorporate the principles of EEO into the agency’s organizational structure.” In addition, this section establishes that “agency heads must issue a written policy statement expressing their commitment to EEO and a workplace free of discriminatory harassment. This statement should be issued at the beginning of their tenure and thereafter on an annual basis and disseminated to all employees.”

Of the 170 agencies and subcomponents that submitted an MD-715 report for FY 2004, 91 (54%) indicated that they had issued an EEO policy statement and would continue to do so.

EEO Program Tips

The following language is shared by the EEOC as a model EEO Policy Statement.

Reaffirmation of EEO Policy Statement October 4, 2005

As we begin a new fiscal year, I want to take this opportunity to reaffirm our commitment to the principles of equal employment opportunity and non-discrimination. It is the Commission's policy to provide every individual with an equal opportunity in all of its employment programs and to prohibit discrimination in all aspects of the agency's employment policies, practices and activities. This includes but is not limited to outreach, recruitment, hiring, assignments, professional development, terms and conditions of employment, and advancement.

"Practicing what we preach" is of paramount importance if we are to continue to lead by example in serving as keeper of the Nation's laws prohibiting employment discrimination. To discharge our public responsibilities with credibility and integrity, our own individual actions must be beyond reproach. Our noble mission holds us to a higher standard of personal behavior in all we say and do with respect to our workplace interactions and professional actions.

I expect each employee to work to strengthen the Agency's commitment toward becoming a model workplace. This means that our main objective is to have a workplace that is inclusive and supportive of diversity; a workplace that is free of any form of harassment or hostility, where everyone is treated with dignity and respect and can thrive and advance without regard to race, color, sex, religion, national origin, age, disability or any other personal characteristics that have nothing to do with one's ability to successfully perform assigned duties and responsibilities.

Let us always conduct ourselves with professional decorum, advancing the principles of workplace access and inclusion and exercising zero tolerance for prohibitive, discriminatory behavior. I'm counting on you to make us a leader.

Cari M. Dominguez,
Chair, EEOC

Section B - Integration of EEO Into Agencies' Strategic Mission

In order to achieve its strategic mission, an agency must integrate equality of opportunity into attracting, developing, and retaining the most qualified work force. The success of an agency's EEO program ultimately depends upon decisions made by individual agency managers. Therefore, agency managers constitute an integral part of the agency's EEO program. The EEO office serves as a resource to these managers by providing direction, guidance, and monitoring of key activities to achieve a diverse workplace free of barriers to equal opportunity.

As part of integrating EEO into the strategic mission, Section II(B) of MD-715 instructs agencies to ensure that: (1) the EEO Director has access to the agency head; (2) the EEO office coordinates with Human Resources; (3) sufficient resources are allocated to the EEO program; (4) the EEO office retains a competent staff; (5) all managers receive management training; (6) managers and employees are involved in implementing the EEO program; and (7) all employees are informed of the EEO program. Three aspects of this Section are highlighted below.

1. 70% of Agencies' EEO Directors Report to Agency Head

EEOC's regulations governing agency programs to promote equal employment opportunity require each agency to maintain a continuing affirmative program to promote equal opportunity and to identify and eliminate discriminatory practices and policies. 29 C.F.R. § 1614.102(a). To implement its program, each agency shall designate a Director of Equal Employment Opportunity who shall be under the immediate supervision of the agency head. 29 C.F.R. §1614.102(b)(4).

Of the 94 agencies (with 100 or more employees) that submitted a Form 462 report in FY 2005, 66 agencies (70.2%) reported that their EEO Director reports to the agency head.

2. 44% of EEO Directors Presented the State of the EEO Program to the Agency Head

In addition to improving the status and independence of EEO, Section II(B) of MD-715 requires that agencies "... provide the EEO Director with regular access to the agency head and other senior management officials for reporting on the effectiveness, efficiency, and legal compliance ..." of the agency's EEO program. Following the submission of the MD-715 report to EEOC, EEO Directors should present the state of

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the EEO program to the agency head on an annual basis. See Section I of EEOC's Instructions for MD-715.

Of the 170 agencies and subcomponents that submitted an MD-715 report for FY 2004, 75 (44%) indicated that the EEO Director had conducted the briefing.

3. 84% of Agencies Provided Their EEO Staff with Required Training

Section II(B) of MD-715 requires that agencies attract, develop and retain EEO staff with the strategic competencies necessary to accomplish the agency's EEO mission. In order to ensure staff competency within its EEO complaint program, agencies must comply with the mandatory training requirements for EEO counselors and investigators as set forth in MD-110. Agencies using contract staff to perform these functions must ensure these requirements are met.

Chapter 2, Section II of MD-110 requires that new EEO counselors receive thirty-two hours of EEO counselor training and thereafter eight hours of training each year. Likewise, new EEO investigators are required to have thirty-two hours of EEO investigator training and thereafter eight hours of training each year as set forth in Chapter 6, Section II of MD-110.

Of the 94 agencies with 100 or more employees that filed an EEOC Form 462 report in FY 2005, 84% ensured their EEO staff received the required regulatory training. Agencies trained 1,840 new EEO counselors and 351 new EEO investigators. Agencies also provided the required 8-hour annual refresher training to 3,713 EEO counselors and 1,473 EEO investigators. Additionally, agencies reported providing 32-hour training to 74 EEO counselor/investigators and 8-hour training to 144 EEO counselor/investigators. Through the EEOC Training Institute, 25 agencies provided additional MD-715 training for their EEO staff.

Section C - Management and Program Accountability

A model EEO program will hold managers, supervisors, EEO officials, and personnel officers accountable for the effective implementation and management of the agency's program. As part of management and program accountability, MD-715 provides that agencies should ensure that: (1) the regular internal audits are conducted of the EEO program; (2) EEO procedures are established; (3) managers and supervisors are evaluated on EEO; (4) personnel policies are clear and consistently implemented; (5) a comprehensive anti-harassment policy has been issued; (6) an effective reasonable accommodation policy has been issued; and (7) findings of discrimination are reviewed. Two aspects of this Section are highlighted below.

1. 95% of Agencies Submitted Reasonable Accommodation Procedures

Section II(C) of MD-715 provides that a model EEO program must "implement effective reasonable accommodation procedures that comply with applicable executive orders, EEOC guidance, the Architectural and Transportation Barriers Compliance Board's Uniform Federal Accessibility Standards and Electronic and Information Technology Accessibility Standards, and ensure that EEOC has reviewed those procedures when initially developed and if procedures are later significantly modified."

To date, EEOC has received 120 reasonable accommodation procedures from agencies and subcomponents and provided feedback to all of those agencies. The EEOC also received 84 resubmissions and provided feedback to all but two agencies. Of the 94 agencies with 100 or more employees that submitted a Form 462 report in FY 2005, 84 (95.4%) provided reasonable accommodation procedures to EEOC.

In a report entitled, "Practical Advice for Drafting and Implementing Reasonable Accommodation Procedures Under Executive Order 13164" (July 19, 2005), EEOC identified pitfalls discovered in many federal agencies' reasonable accommodation policies and provided best practices for developing procedures that comply with EEOC guidance. To assist agencies in improving the quality of reasonable accommodation policies, EEOC encourages agencies to: (1) require immediate processing of all oral requests, without waiting until the written request is received; (2) provide a range of agency officials who can receive accommodation requests; (3) describe step-by-step how to evaluate and resolve a request; (4) describe how and when to conduct an interactive process; (5) describe what types of medical information or documentation can be sought; (6) require an upper-level review before denying a request based on undue hardship; and (7) describe how and when to obtain review by an agency's own

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medical expert. See “Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation” (October 20, 2000).

While many agencies submitted excellent procedures, EEOC selected the Securities and Exchange Commission’s policy as a good example of a reasonable accommodation policy and procedures.

EEO Program Tip

The following language is shared by the EEOC with the Securities & Exchange Commission’s permission.

Updated February 2006

Requesting Accommodations

Introduction

About Accommodations

Accommodations enable people with physical or mental disabilities to have access to employment opportunities and public programs equivalent to that of non-disabled people. Accommodations include equipment and services, modified work environments, locations and schedules and restructured jobs. Reassignment to a suitable vacant position is the accommodation of last resort, available only when no other accommodations will work.

Federal Law Requires Employers to Provide Reasonable Accommodations to Qualified Persons with Disabilities

The Rehabilitation Act of 1973, *as amended*, requires federal agencies to reasonably accommodate qualified individuals with covered disabilities. Reasonable accommodations do not include accommodations that would cause undue hardship to the employer. Individuals have covered disabilities if they have long term physical or mental conditions that substantially impair their ability to perform major life activities (such as seeing, hearing, walking and speaking). Individuals are not disabled if their long term conditions do not substantially impair their ability to perform major life activities when they are compared to most other people in the general population. Individuals are not disabled if their condition is likely to last less than three months regardless of how severely it impacts their ability to perform major life activities. Individuals are qualified when they meet the education, experience and licensing requirements of the position and can perform the essential functions of the position with--or without--reasonable accommodations.

SEC’s Policy and Procedures Regarding Accommodations Requests

SEC’s policy is to reasonably accommodate qualified persons with disabilities covered by the Rehabilitation Act of 1973 when they request accommodations and accommodations will not cause the SEC undue hardship. This document, “Requesting Accommodations at SEC” is a comprehensive resource guide for everyone involved in the accommodations process. It explains how persons with disabilities should request accommodations, how requests are processed and how requestors may seek review of decisions denying requests.

The entire policy and procedures can be found at www.eeoc.gov .

2. 51% of Surveyed Agencies Did Not Have A Comprehensive Anti-Harassment Policy

Sections II(A) and (C) of EEOC's MD-715 provide that model EEO programs should "issue a written policy statement expressing their commitment to . . . a workplace free of discriminatory harassment" and "establish procedures to prevent . . . harassment." For more information, please review EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Notice 915.002 (June 18, 1999) (Enforcement Guidance on Harassment).

In a report entitled, "Model EEO Programs Must Have an Effective Anti-Harassment Program," (October 18, 2005), EEOC found that many federal agencies have a deficient anti-harassment policy. Of the 43 agencies that participated in the survey, 7% did not have an anti-harassment policy. More than half (51%) of the agencies' policies did not cover non-sexual bases, and 44% had unclear investigation procedures. By referring to *EEOC's Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment By Supervisors*, Notice 915.002 (June 18, 1999), the report also encourages agencies to issue an anti-harassment policy that (1) covers all forms of harassment, (2) establishes a prompt, thorough, and impartial investigation process, (3) requires immediate and appropriate corrective action, (4) provides periodic anti-harassment training to all managers and employees; (5) protects complainants and witnesses from retaliation; and (6) protects the confidentiality of individuals who bring claims of harassment.

While many agencies submitted excellent procedures, the EEOC selected the Department of Labor's policy and procedures as a good example of an anti-harassment policy. A section of the policy is provided below.

EEO Program Tips

The following language is shared with the Department of Labor's permission.

POLICY AND PROCEDURES FOR PREVENTING AND ELIMINATING HARASSING CONDUCT IN THE WORKPLACE

701 Purpose. This Policy is intended to assure that the Department of Labor is taking all necessary steps to prevent sexual harassment and other forms of harassing conduct in the workplace, and to correct harassing conduct that does occur before it becomes severe or pervasive. It updates the Department of Labor's long-standing policy on harassment in light of the Supreme Court's decisions in *Faragher v. Boca Raton*, 524 U.S. 775 (1998), and *Burlington Industries, Inc. v. Ellerth*, 524 U.S. 742 (1998).

702 The Definition of Harassing Conduct. For the purposes of this Policy, harassing conduct is defined as any unwelcome verbal or physical conduct based on any characteristic protected by law when:

- A. The behavior can reasonably be considered to adversely affect the work environment; or
- B. An employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct.

703 Policy Against Harassing Conduct. The Department of Labor does not permit harassing conduct by anyone in the workplace. It is the policy of the Department to maintain a work environment free from the harassing conduct described above.

The Department has determined that the most effective way to limit harassing conduct is to treat it as misconduct, even if it does not rise to the level of harassment actionable under Title VII of the Civil Rights Act of 1964, as amended. A hostile environment claim under Title VII usually requires showing a pattern of offensive conduct. The Department will not wait for such a pattern to emerge. Rather, the Department will act before the harassing conduct is so pervasive and offensive as to constitute a hostile environment. . . .

The Department will not tolerate retaliation against any employee for making a good-faith report of harassing conduct under this or any other policy or procedure, or for assisting in any inquiry about such a report. Complaints of such retaliation shall be handled pursuant to the procedures in this Policy.

This Policy supercedes any and all other previous policies on harassment at the Department of Labor. This Policy is separate and apart from any collective bargaining agreement or statutory complaint process covering harassment.

To view this policy in full see www.eeoc.gov/federal/harass/dol.pdf

Section D - Proactive Prevention of Unlawful Discrimination

Now, more than ever before, with the increasing expectations of government institutions, federal agencies must position themselves to attract, develop and retain a top-quality work force in order to ensure our nation's continued growth, security and prosperity. To develop this competitive, highly qualified work force, federal agencies must fully utilize the talents of all employees, regardless of race, color, religion, national origin, sex or disability. In order to assist agencies in attaining these goals, on October 1, 2003, MD-715 became effective and set forth "policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunity under *Section 717 of Title VII* and effective affirmative action programs under *Section 501 of the Rehabilitation Act*."

As part of the affirmative employment program, agencies must conduct a self-assessment of their work force on at least an annual basis to monitor progress, identify areas where certain groups may be excluded and develop a strategic plan to ensure free and open competition in the work place.

1. Composition of the Federal Work Force

With the increasing number of new grade and pay systems being adopted throughout the federal government, this year's report provides the composition of the Total Work Force as well as that of employees in four pay structures:

Senior Pay Level pay structures were created by the Civil Service Reform Act of 1978, which established the Senior Executive Service (SES) as a separate personnel system covering a majority of the top managerial, supervisory, and policy-making positions in the Executive Branch of government.

The General Schedule pay system was created by the Classification Act of 1949, which created a centralized job evaluation for all White-Collar positions and merged several separate schedules into one.

The Federal Wage System was established by Public Law 92-392 in 1972 to standardize pay rates for Blue-Collar federal employees.

Today, alternative pay plans are being used and proposed across the government. In this report they are identified as "Other Pay Systems." Some of these systems include pay-banding systems, the Market-Based Pay system of the Army and Air Force Exchange Service, and include such agencies as the United States Postal Service and

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the Tennessee Valley Authority. Table 1 below shows the representation rates for each of these pay structures.

Table 1 - FY 2005 Federal Work Force Pay Structure Participation Levels

	# Work Force	% of Total Work Force
Total Work Force	2,610,920	
Senior Pay Level	19,268	0.74
General Schedule and Related	1,425,499	54.60
Federal Wage System	196,800	7.54
Other Pay Systems	969,353	37.12

a. **Total Work Force: Hispanics and White Women Remain Below Availability**

In FY 2005, the federal government had a Total Work Force of 2,610,920 employees, compared to 2,532,507 in FY 1996.³ Table 2 shows the participation rate of the identified groups below, as compared to the civilian labor force (CLF). [Table A-1](#) in Appendix III located at www.eeoc.gov provides ten-year trend data.

³ Source: Office of Personnel Management's *The Fact Book-Federal Civilian Workforce Statistics*, 1997 edition.

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***Table 2 - Composition of Federal Work Force –
Ten-Year Trend: Some Progress, Little Overall Change
FY 1996 - FY 2005⁴***

	Work Force	Participation Rate		1990 CLF	2000 CLF
	FY 2005	FY 1996 %	FY 2005 %	%	%
Men	1,488,532	58.40	57.01	54.30	53.20
Women	1,112,388	41.60	42.99	45.70	46.80
Hispanic Men	118,474	3.88	4.54	4.80	6.20
Hispanic Women	80,109	2.88	3.07	3.30	4.50
White Men	1,055,859	43.08	40.44	42.60	39.00
White Women	680,191	26.38	26.05	35.30	33.70
Black Men	205,269	8.04	7.86	4.90	4.80
Black Women	272,352	10.27	10.43	5.40	5.80
Asian American/Pacific Islander Men	88,847	2.72	3.40	1.50	2.10
Asian American/Pacific Islander Women	66,231	1.87	2.54	1.30	1.90
American Indian/Alaskan Native Men	20,083	0.68	0.77	0.30	0.50
American Indian/Alaskan Native Women	23,505	0.69	0.90	0.30	0.50
Individuals with Targeted Disabilities	25,142	1.18	0.96		

A comparison of the data on the participation rates of persons in particular agency components or specific major occupations can serve as a diagnostic tool to help identify possible areas where barriers to equal opportunity may exist within an agency. This information is located in [Tables A-1a](#) and [A-6b](#) of Appendix III located at www.eeoc.gov.⁵

⁴ The Asian American/Pacific Islander data throughout this report continues to combine data for Asian Americans with "Native Hawaiians and Other Pacific Islanders" and does not include data for "Two or More Races" because separate data was unavailable at the time of publication.

⁵ These tables report break outs of the employment data for specific components of certain large federal agencies, including the Departments of Agriculture, Commerce, Health and Human Services, Homeland Security, Interior, Justice, Labor, Transportation, Treasury and Veterans Affairs, as well as certain defense agencies, the National Aeronautics and Space Administration and the United States Postal Service.

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Table 3 – Agencies with the Highest Participation Rate for Title VII and Targeted Disabilities Groups for FY 2005 (Agencies with 500 or More Employees)

Group	Agency	%	2000 CLF
Men	Tennessee Valley Authority	80.02	53.20
Women	Defense Education Activity	78.17	46.80
Hispanics	Dept. of Homeland Security	16.99	10.70
Whites	Nat'l Credit Union Admin.	79.53	72.70
Blacks	Court Services and Offender Supervision Agency	80.22	10.60
Asian American/Pacific Islanders	Defense Commissary Agency	16.37	4.00
American Indian/Alaskan Natives	Dept. of Health & Human Services	16.65	1.00
Individuals With Targeted Disabilities	Equal Employment Opportunity Commission	2.16	

b. Senior Pay Levels: Women Show Some Progress

With a total of 19,268 employees, the Senior Pay Level (SPL) positions comprise 0.74% of the total work force. SPL positions include the SES, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule. Table 4 below reflects the SPL representation. More data is reported in [Table A-2](#) of Appendix III at www.eeoc.gov.

Table 4 - Senior Pay Level Representation FY 1996 / FY 2005

	Senior Pay Level Positions			
	FY 1996		FY 2005	
	Number	% of SPL	Number	% of SPL
Total SPL Work Force	15,135		19,268	
Men	12,056	79.66	14,205	73.72
Women	3,079	20.34	5,063	26.28
Hispanics	379	2.50	683	3.54
Whites	13,419	88.66	16,505	85.66
Blacks	975	6.44	1,275	6.62
Asian Americans/Pacific Islanders	273	1.80	654	3.39
American Indians/Alaskan Natives	89	0.59	151	0.78
Individuals with Targeted Disabilities	62	0.41	88	0.46

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- ▶ The participation rate for women increased from 20.34% in FY 1996 to 26.28% in FY 2005. Comparatively, women held only 24.7% of state government leadership positions last year.⁶
- ▶ Among agencies with 500 or more employees, DSS had the greatest percentage of women in SPL positions. See Table 5 below. SPL data for all agencies is located in [Table A-2a](#) of Appendix III which can be found at www.eeoc.gov.

Table 5 - Ranking of Agencies with the Highest Percentage of Women in Senior Pay Level Positions in FY 2005 (Agencies With 500 Or More Employees)

Agency	Total Work Force #	SPL #	Women in Senior Pay Level Positions	
			#	%
Defense Security Service	525	3	2	66.67
Corp. for National and Community Service	587	20	12	60.00
Defense Human Resource Activity	795	13	7	53.85
Defense Education Activity	16,439	22	11	50.00
Court Services and Offender Supervision Agency	1,082	12	6	50.00

- ▶ Between FY 1996 and FY 2005, the participation rate for Blacks (6.62%) in SPL positions has increased slightly. There was also a slight increase in the participation rate for Individuals with Targeted Disabilities (0.46%), Hispanics (3.54%) and Asian American/Pacific Islanders (3.39%).
- ▶ In FY 2005, the “feeder grades” to SPL positions⁷ (GS grades 14 and 15) showed the following participation rates: men (68.20%), women (31.80%), Hispanics (4.01%), Whites (80.05%), Blacks (9.33%), Asian Americans/Pacific Islanders (5.68%), American Indians/Alaskan Natives (0.92%), and Individuals with Targeted Disabilities comprised (0.51%).

⁶ See *Women in State Policy Leadership, 1998-2005: An Analysis of Slow and Uneven Progress*, Report issued by the Center for Women in Government and Civil Society, State University of New York At Albany, SUNY (Winter 2006).

⁷ Over 80% of career Senior Executive Service (SES) appointments, which comprise the bulk of the SPL, are selected from feeder grade/applicant pools of GS-15s, who in turn are promoted over 90% of the time from the feeder grade/applicant pools of the GS-14s. An additional small number of GS-14s are promoted directly into the SES. Where an EEO group has a low participation rate in the feeder grade/applicant pool, there is a strong likelihood that the group will be absent or have a low participation rate in the next higher grade level. See, General Accountability Office Report No.GAO-03-34, *Senior Executive Service: Agency Efforts Needed to Improve Diversity as the Senior Corps Turns Over* (January 2003).

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- ▶ Part II of this report also contains information on the major occupations in selected government agencies. These mission-oriented occupations with 100 or more employees frequently serve as gateways into upper management positions. Thus, data on participation rates of persons holding positions in an agency's major occupation can serve as a diagnostic tool to help determine possible areas where barriers to equal opportunity may exist and prevent upward mobility to SPL positions.

c. General Schedule Positions: Hispanics and Women Improve but Men Average Almost Two Pay Grades Higher Than Women

- ▶ With a total of 1,425,499 employees, the General Schedule and Related (GSR) positions comprised 54.60% of the total work force in FY 2005. GSR positions are mostly comprised of positions whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature. GSR figures include employees in other pay systems that are easily converted to GS by OPM.
- ▶ In FY 2005, the General Schedule participation rate for Hispanics was 7.36%; for Whites was 68.42%; for Blacks was 17.35%; for Asian Americans/Pacific Islanders was 4.90%; and for American Indians/Alaskan Natives was 1.97%. See [Table A-3](#) in Appendix III at www.eeoc.gov, for the entire ten-year trend in the GSR pay systems.

Table 6 - General Schedule & Related (GSR) Representation FY 1996 / FY2005

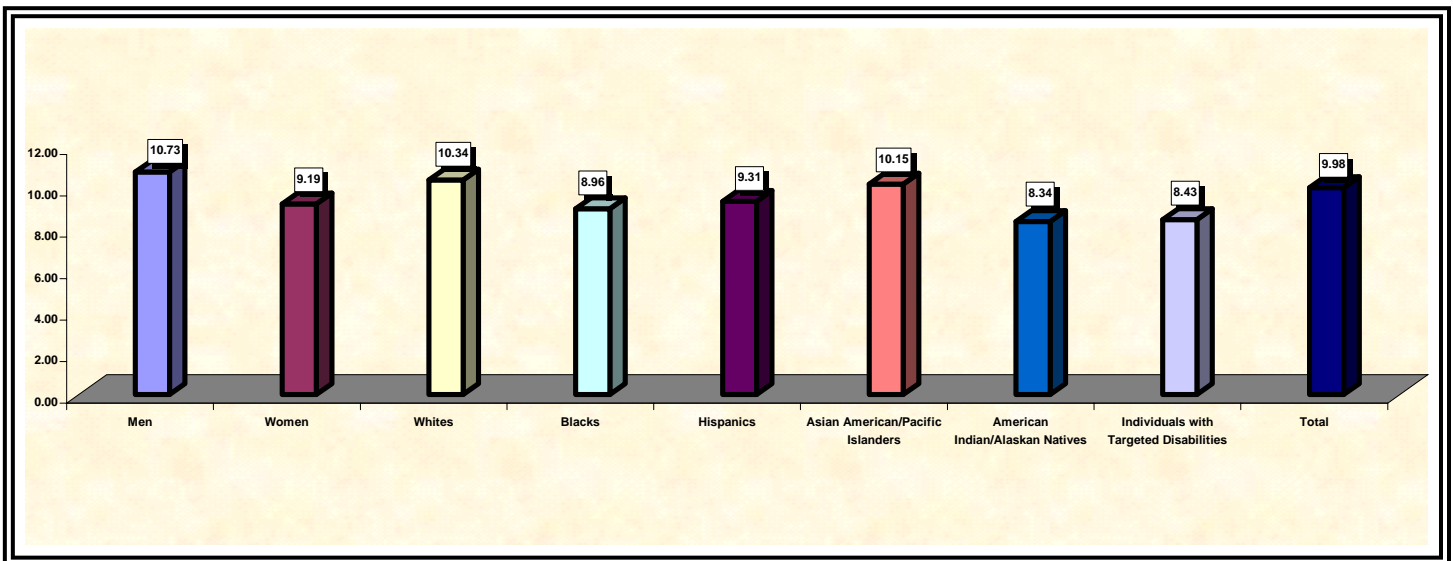
	GSR Positions			
	FY 1996		FY 2005	
	Number	% of GSR	Number	% of GSR
Total GSR Work Force	1,393,462		1,425,499	
Men	714,161	51.25	728,508	51.10
Women	679,301	48.75	696,991	48.90
Hispanics	80,014	5.74	104,976	7.36
Whites	1,001,141	71.85	975,313	68.42
Blacks	234,488	18.83	247,285	17.35
Asian Americans/Pacific Islanders	53,325	3.83	69,823	4.90
American Indians/Alaskan Natives	24,494	1.76	28,102	1.97
Individuals with Targeted Disabilities	17,167	1.23	14,972	1.05

- ▶ Women held 48.90% of all General Schedule positions in FY 2005 up from 47.57% in FY 1996. Over the 10-year period, Hispanics, Asian American/Pacific Islanders and American Indian/Native Alaskans gradually increased their representation rates in the GSR work force.

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- ▶ Over the ten year period, the participation rate for Individuals with Targeted Disabilities has declined from 1.23% to 1.05% of the GSR work force.
- ▶ The average grade level for the total General Schedule work force (permanent and temporary) was 9.98 in FY 2005. Of General Schedule employees, 18.77% were in grades 1-6, 38.73% were in grades 7-11, 30.77% were in grades 12-13, and 11.74% were in grades 14-15.

**Figure 1 - Average Grade in the General Schedule
FY 2005**



- ▶ The average General Schedule grade level for Hispanics (9.31), Blacks (8.96) and American Indians/Alaskan Natives (8.34) was lower than the government-wide average grade level (9.98).
- ▶ Approximately 42.18% of women employed in the General Schedule work force were in grades 7-11. The average General Schedule grade for women was 9.19, almost one full grade below the government-wide average of 9.98 and nearly two full grades below men (10.73).
- ▶ The average General Schedule grade level for Individuals with Targeted Disabilities was 8.43, nearly 2 grades below the government-wide average. See [Table A-6a](#) in Appendix III at www.eeoc.gov.

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d. Federal Wage System Positions: Women, Whites and American Indian/Alaskan Natives Slightly Increase

- ▶ With a total of 196,800 employees, the Federal Wage System (FWS) positions comprised 7.54% of the total work force in FY 2005. FWS positions are mostly comprised of trade, craft and labor occupations.

**Table 7 - Federal Wage System (FWS) Representation
FY 1996 / FY 2005**

	Federal Wage System (FWS) Positions			
	FY 1996		FY 2005	
	Number	% of FWS	Number	% of FWS
Total FWS Work Force	242,155		196,800	
Men	218,610	90.28	175,272	89.10
Women	23,545	9.72	21,528	10.94
Hispanics	19,152	7.91	15,443	7.85
Whites	159,391	65.82	131,063	66.60
Blacks	46,203	19.08	35,834	18.21
Asian Americans/Pacific Islanders	11,865	4.90	9,342	4.75
American Indians/Alaskan Natives	5,544	2.29	5,118	2.60
Individuals with Targeted Disabilities	3,777	1.73	2,291	1.20

- ▶ FY 2005 saw the first increase in FWS positions in ten years. Although FWS positions increased 0.35% from FY 2004, they have declined 18.73% since FY 1996.
- ▶ Since FY 1996, the participation rates for Hispanics (7.85%), Blacks (18.21%) and Asian American/Pacific Islanders (4.75%) have declined, while American Indian/Alaskan Natives (2.60%), women (10.94%) and Whites (66.60%) have increased slightly. See [Table A-4](#) in Appendix III at www.eeoc.gov for the complete ten-year trend.
- ▶ In FY 2005, the participation rate of men in the FWS pay system was 40.2 percentage points higher than the participation rate of men in the GSR pay system. Comparatively, participation rates for Hispanics, Blacks, American Indian/Alaskan Natives and Individuals with Targeted Disabilities were higher than the GSR participation rates, while the FWS work force participation rates for women, Whites and Asian American/Pacific Islanders were lower.

e. Other Pay Systems: Women Increase but Still Trail Men

- ▶ With a total of 969,353 employees, other pay systems (OPS) comprised 37.13% of the total work force in FY 2005. Other Pay Systems include pay

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banding and other pay-for-performance systems which cannot be equated to GS grades.

Table 8 - Other Pay Systems (OPS) Representation FY 1996 – FY 2005

	Other Pay Systems (OPS) Positions			
	FY 1996		FY 2005	
	Number	% of OPS	Number	% of OPS
Total OPS Work Force	956,334		969,353	
Men	580,594	60.71	570,547	58.86
Women	375,740	39.29	398,806	41.14
Hispanics	63,751	6.67	77,481	7.99
Whites	636,379	66.54	613,169	63.26
Blacks	189,850	19.85	193,227	19.93
Asian Americans/Pacific Islanders	58,188	6.08	75,259	7.76
American Indians/Alaskan Natives	8166	0.85	10,217	1.05
Individuals with Targeted Disabilities	8965	0.94	7,791	0.80

- ▶ The participation rate for women (41.14%) in other pay systems was significantly lower than those (51.10%) in the GSR pay system.
- ▶ In FY 2005, the participation rates for Hispanics (7.99%), Blacks (19.93%), and Asian American/Pacific Islanders (7.76%) and American Indian/Alaskan Natives (1.05%) slowly rose while Whites (63.26%) and Individuals with Targeted Disabilities (0.80%) fell from FY 1996 levels.
- ▶ In FY 2005, the participation rates for Hispanics, Blacks, and Asian American/Pacific Islanders were higher than in the GSR and FWS pay systems. Participation rates for Whites and American Indian/Alaskan Natives were lower than those in the GSR and FWS pay systems. See [Table A-5](#) in Appendix III at www.eeoc.gov for the complete ten-year trend.

2. Participation Rate of Individuals with Targeted Disabilities Continues to Fall

- ▶ From FY 1996 to FY 2005, the Total Work Force increased by over 78,000 employees, a net change of 3.10%. However, the number of federal employees with targeted disabilities decreased from 29,930 in FY 1996 to 25,142 in FY 2005, a net change of -16.00%.
- ▶ Of the 2,610,920 federal employees in FY 2005, 25,142 were Individuals with Targeted Disabilities, resulting in a participation rate for employees with targeted disabilities of 0.96%. Over the past 20 years, the federal government's efforts to improve the participation rate of employees with targeted disabilities have failed to result in any significant progress. In order to

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properly track trends in the employment of Individuals with Targeted Disabilities, it is necessary for each agency to regularly resurvey its work force to update disability identification information.

- ▶ At 2.16%, the Equal Employment Opportunity Commission (EEOC) had the highest percentage of Individuals with Targeted Disabilities among those agencies with 500 or more employees. See Table 9 below.

Table 9 - Ranking of Agencies With the Highest Percent of Individuals With Targeted Disabilities (Agencies With 500 Or More Employees)

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,363	51	2.16
Social Security Administration	66,147	1,391	2.10
Defense Finance and Accounting Service	13,388	271	2.02
Defense Logistics Agency	21,501	430	2.00
Treasury, U.S. Department of	107,753	1,964	1.82

Table A-6b in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

EEO Program Tip

All agencies are strongly encouraged to effect steady and measurable progress with respect to the employment and advancement of individuals with disabilities. To increase participation rates of Individuals with Targeted Disabilities, agencies should:

- Conduct barrier analysis to identify personnel policies, practices and procedures which impede the hiring, placement and advancement of individuals with disabilities;
- Train managers on use of special hiring authorities to employ Individuals with Targeted Disabilities;
- Provide prompt and effective reasonable accommodations;
- Increase employee awareness of attitudinal barriers which may exist to impede the employment and retention of Individuals with Targeted Disabilities;
- Recruit Individuals with Targeted Disabilities below the GS-12 level in mission critical occupations to broaden the applicant pool and to increase their availability in the pipeline for senior level positions;
- Use internships, job-sharing, customized employment, part-time and temporary hiring authorities to increase the participation rate of Individuals with Targeted Disabilities at all grade levels and in all occupations; and
- Maintain a special recruitment program and establish specific goals for the employment and advancement of individuals with disabilities.

Consult OPM's "Model Federal Agency Plan for the Employment of People with Disabilities," located on OPM's website at: http://www.opm.gov/disability/hrpro_8-04.asp

Section E- Efficiency in the Federal EEO Process

EEOC's regulations provide that each agency shall "assure that individual complaints are fairly and thoroughly investigated and that final action is taken in a timely manner." 29 C.F.R. § 1614.102(c)(5). Section II(E) of MD-715 establishes that a model EEO program must have an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of their EEO programs. In this regard, Section II(E) recommends that agencies "benchmark against EEOC regulations at 29 C.F.R. Part 1614 and other federal agencies of similar size which are highly ranked in EEOC's Annual Report on the federal sector complaints process."

1. Federal Agencies' EEO Programs: Complaints Decrease But Processing Times Continue to Exceed Regulatory Deadlines

Agencies process federal employees' EEO complaints under regulations promulgated by EEOC at 29 C.F.R. Part 1614. Employees who are unable to resolve their concerns through counseling can file a complaint with their agency.⁸ The agency will either dismiss⁹ or accept the complaint. If the complaint is accepted, the agency must conduct an investigation, and in most instances, issue the investigative report within 180 days from the date the complaint was filed.¹⁰

After the employee receives the investigative report, s/he may (1) request a hearing before an EEOC Administrative Judge who issues a decision which the employee or the agency may appeal to EEOC's Office of Federal Operations, or (2) forgo a hearing and request a final agency decision. An employee who is dissatisfied with a final agency decision or the agency's decision to dismiss the complaint may appeal to EEOC. The complainant or agency may also request EEOC to reconsider its decision on the appeal. In addition, during various points in the process, the complainant has the right to file a civil action in a federal court.

⁸ Concerns involving both claims of discrimination and agency actions appealable to the Merit Systems Protection Board follow one of the processes set forth at 29 C.F.R. § 1614.302.

⁹ There are several reasons an agency may dismiss a complaint, including the complainant's failure to state a claim, timely contact a counselor, or failure to provide necessary information to the agency. See 29 C.F.R. §1614.107(a).

¹⁰ The 180-day period may be extended by 90 days if both parties agree. See 29 C.F.R. § 1614.108(e). The regulations also extend the 180-day time limit for consolidated and amended complaints to the earlier of 180 days from the date of the most recent consolidated or amended complaint, or 360 days from the date of the earliest pending complaint. See 29 C.F.R. § 1614.108(f).

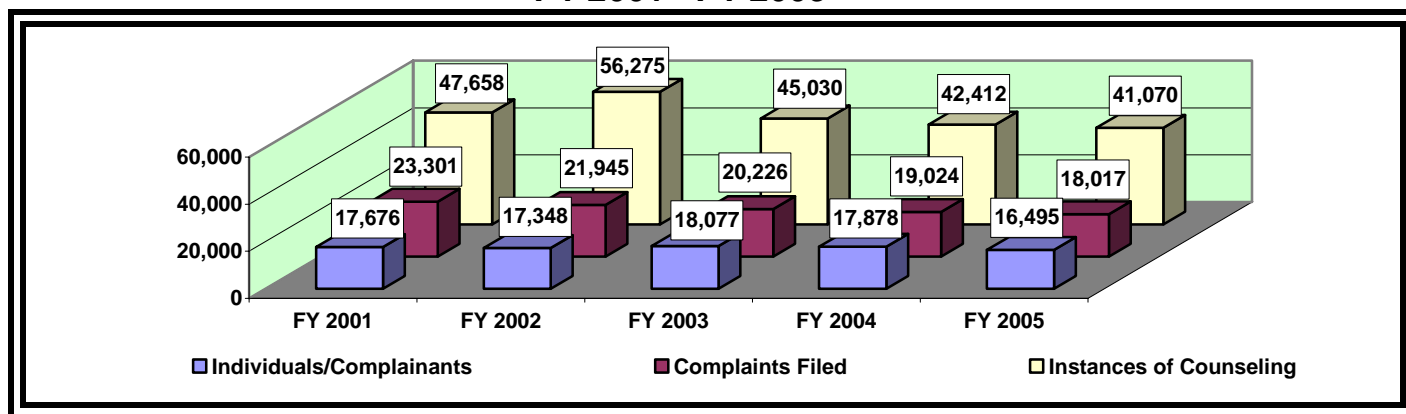
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As the EEO complaint process has become increasingly more costly, adversarial, and lengthy, the EEOC has encouraged agencies to promote and expand the use of alternative dispute resolution as a means of avoiding formal adjudication processes. Used properly, ADR can provide fast and cost-effective results while at the same time improve workplace communication and morale.¹¹

a. Pre-Complaint Counselings and Complaints Decline

Instances of counseling decreased by 3.2% from FY 2004 to FY 2005 and decreased 13.8% from FY 2001. Formal complaints declined by 5.3% in FY 2005 and 22.7% from FY 2001. Of the 41,070 instances of counseling, 16,495 individuals filed 18,017 formal complaints in FY 2005.¹² The number of formal complaints filed represents 43.9% of all pre-complaint counseling activities in FY 2005. As Figure 2 shows, over the past five fiscal years, the number of pre-complaint counseling activities has fluctuated between a high of 56,275 in FY 2002 and a low of 41,070 in FY 2005, while the number of complaints filed by individuals has steadily decreased. During the same five-year period, the number of formal complaints filed continued to represent less than 50% of all pre-complaint counseling activities. See Figure 2. Significantly, we note that while the United States Postal Service constituted 28.9% of the work force, it accounted for over 38% of all EEO counselings, complaints filed, completed investigations and complaints closed in FY 2005. See [Table B-1](#) in Appendix III.

**Figure 2 - Counseling to Formal Complaints Filed
FY 2001 - FY 2005**



¹¹ See Jeffery M. Senger, *Federal Dispute Resolution: Using ADR with the United States Government*, 1-7 (Jossey-Bass/John Wiley & Sons, 2003).

¹² Counseling may be provided via EEO Counselor or ADR Intake Officer.

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National Endowment for the Arts Had Highest Percentage of Its Work Force Who Completed Counseling

Table 10 below shows that in FY 2005, the National Endowment for the Arts reported the highest counseling rate (24.2%), while the government-wide average was 1.4%. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. [Table B-1](#) in Appendix III lists this information for all agencies is located at www.eeoc.gov.

Table 10 - Agencies with the Highest Counseling Rate In FY 2005

Agency	Total Work Force	Percentage of Individuals Who Completed Counseling
National Endowment for the Arts	161	24.2%
Commodity Futures Trading Commission	511	13.7%
Broadcasting Board of Governors	1,762	7.5%
Defense - Office of Inspector General	1,381	2.8%
Defense Logistics Agency	20,650	2.3%

Department of Education and Broadcasting Board of Governors Had Highest Complaint Rate

As shown in Table 11 below, in FY 2005 the Department of Education and Broadcasting Board of Governors reported the highest complaint rate (1.7%), while the government-wide average was 0.6%. Agencies that had fewer than 25 complaints filed were not included in the ranking. [Table B-1](#) in Appendix III contains this information for all agencies is located at www.eeoc.gov.

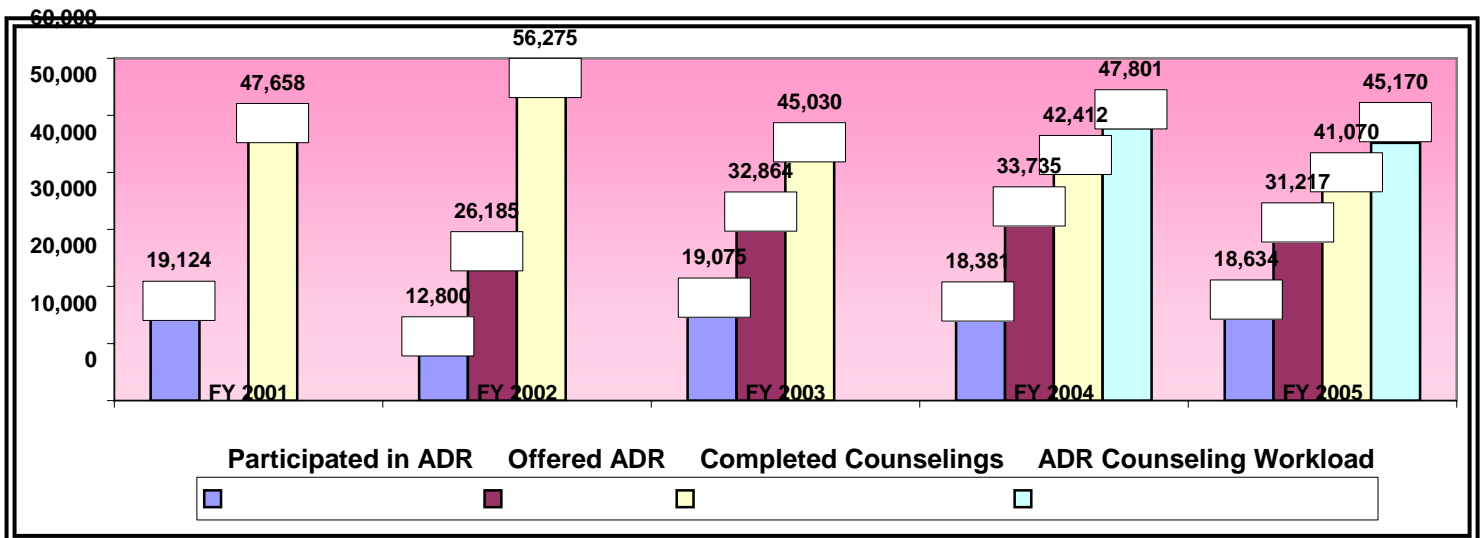
Table 11 - Agencies with the Highest Complaint Rate in FY 2005

Agency	Total Work Force	Percentage of Complainants
Department of Education	4,436	1.7%
Broadcasting Board of Governors	1,762	1.7%
Equal Employment Opportunity Commission	2,358	1.1%
Department of Housing and Urban Development	9,554	1.1%
Defense Commissary Agency	15,923	0.9%

b. Pre-Complaint ADR Usage Increases to 45.4%

In FY 2005, ADR was used in 45.4% of all instances of EEO counseling, which represents an increase of 2.1 percentage points from the ADR participation rate (43.3 percent) in FY 2004 and a 22.7% increase from FY 2002. See Figure 3. Although the ADR offer rate decreased to 76.0% in FY 2005 from 79.5% in FY 2004, the increase in the participation rate indicates more employees are opting to utilize the ADR process.

Figure 3 - ADR Usage in the Pre-Complaint Process
FY 2004 - FY 2005¹³



The U.S. Postal Service Had Highest ADR Participation Rate in FY 2005

In FY 2005, the U.S. Postal Service reported the highest ADR participation rate in the pre-complaint process (76.5%), while the government-wide average was 45.4%. See Table 12. Agencies that had fewer than 25 completed/ended counseling were not included in the ranking. See [Tables B-1](#) and [B-4](#) in Appendix III for information on all agencies which is located at www.eeoc.gov.

¹³ The EEOC did not collect the counseling workload prior to FY 2004.

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**Table 12 - Highest ADR Participation Rate in the Pre-Complaint Process
FY 2005**

Agency	Total Work Force	Completed/ Ended Counselings	Participation in ADR	Participation Rate
U.S. Postal Service	800,742	18,349	14,028	76.45%
Defense Intelligence Agency	0	26	15	57.69%
National Archives and Records Administration	18,891	38	19	50.00%
Federal Deposit Insurance Corporation	4,637	54	24	44.44%
Department of Homeland Security	157,522	2,221	921	41.47%

EEO Program Tips

To improve ADR programs:

Maintain a One-Stop Shop - an office that attempts to informally resolve a variety of workplace disputes including the EEO process, MSPB process, and administrative grievance process.

Conduct a pre-ADR meeting – prior to the ADR session, explain the ADR process, clarify the issues in dispute, and determine the scope of settlement authority. Since the ground rules are discussed prior to the ADR session, the parties are able to start discussing the issues as soon as the ADR session begins.

Designate settlement officials – select management officials who were not involved in the dispute as the agency representative with settlement authority who attends the ADR sessions. A settlement official may be more objective and could have broader authority to resolve disputes than a responsible management official.

Even if ADR was not successful at the pre-complaint stage, attempt ADR after the report of investigation has been completed - since both parties have the opportunity to assess the strengths and weaknesses of their case, ADR may motivate the parties to resolve the dispute.

c. Agencies Meet Counseling Deadlines in 80.7% of Cases

On average, in FY 2005 agencies meet timeliness requirements for EEO counseling in 80.7% of all completed/ended counselings which is up from 76.3% in FY 2004 and 77.42% in FY 2001. Agencies are required to complete counseling in 30 days except when there is a 60-day extension due to an ADR election or the complainant agrees in writing to an extension.

**Best Practices -
Improving Counseling Times**

See the Commission's "Attaining a Model Agency Program: Efficiency" report located on the web at www.eeoc.gov/federal/efficiency.html

d. Agencies Increase Pre-Complaint Resolutions Rate in FY 2005

During counseling and ADR in the pre-complaint stage, EEO disputes can be resolved by either a settlement or a decision not to file a formal complaint. In FY 2005, the government-wide average was 53.7%, up from 50.7% in FY 2004.

Commodity Futures Trading Commission Had Highest Pre-Complaint Resolution Rate

In FY 2005, the Commodity Futures Trading Commission reported the highest pre-complaint resolution rate (98.9%). See Table 13. Agencies that had fewer than 25 completed/ended counselings were not included in the ranking. Table B-3 in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

***Table 13 – Highest Pre-Complaint Resolution Rates
FY 2005***

Agency	Total Work Force	Completed Counselings	Resolution Rate
Commodity Futures Trading Commission	511	93	98.9%
National Endowment for the Arts	161	47	85.1%
Defense Office of the Inspector General	1,381	39	84.6%
Broadcasting Board of Governors	1,762	178	82.6%
Defense Army and Air Force Exchange	36,461	588	77.9%

The Defense Logistics Agency Had Highest ADR Resolution Rate in FY 2005

In FY 2005, the Defense Logistics Agency reported the highest ADR resolution rate in the pre-complaint process (89.6%), whereas the government-wide average was 50.5%. See Table 14. When the U.S. Postal Service resolution rate (49.1%) is excluded from the government-wide average, the government-wide ADR resolution rate increased to 54.9% in FY 2005. Agencies that had fewer than 25 ADR closures were not included in the ranking. [Table B-5](#) in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

***Table 14 – Highest Pre-Complaint ADR Resolution Rates
FY 2005***

Agency	Total Work Force	ADR Closures	ADR Resolutions	ADR Resolution Rate
Defense Logistics Agency	20,650	48	43	89.6%
Defense Finance and Accounting Service	13,483	27	20	74.1%
Defense National Guard Bureau	59,129	27	20	74.1%
Department of Justice	106,982	77	57	74.0%
Department of Housing and Urban Development	9,554	30	22	73.3%

e. Monetary Benefits in Pre-Complaint Phase Drop

The monetary benefits awarded in settlements during the pre-complaint phase, shown in Table 15, have dropped significantly since FY 2001. The data showed a decrease in the average amount of monetary benefits from \$5,203 in FY 2004 to \$2,912 in FY 2005.

***Table 15 – Monetary Benefits Awarded In Settlements
During the Pre-Complaint Stage of the EEO Process
FY 2001 – FY 2005***

FY	Completed Counselings	Total Resolutions # %	Total Settlements # %	Total Settlements with Monetary Benefits # %	Settlement Monetary Benefits	Average Award per Resolution with Monetary Benefits
2001	47,658	24,357 51.1	11,950 25.1	983 8.2	\$4,470,855	\$4,548
2002	56,275	34,330 61.0	9,050 16.1	568 6.3	\$2,527,538	\$4,450
2003	45,030	28,011 62.2	8,199 18.2	621 7.6	\$3,160,565	\$5,089
2004	42,412	21,520 50.7	7,856 18.5	603 7.7	\$3,137,911	\$5,203
2005	41,070	22,038 53.7	7,652 18.7	585 7.7	\$1,703,626	\$2,912

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f. Top Basis and Issue Alleged in Complaints Filed Remains Unchanged

Of the 18,017 complaints filed in FY 2005, the top basis alleged was reprisal (7,105) and the top issue was non-sexual harassment (4,550). As shown in Tables 16 and 17, this trend has remains unchanged for the past five years.

Table 16 – Top 3 Bases in Complaint Allegations Filed for FY 2001 – FY 2005

<i>Basis</i>	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Reprisal	9,082	8,095	8,111	7,782	7,105
Age	5,774	5,344	5,774	5,449	5,088
Race – Black	6,152	5,647	5,279	5,021	4,478

Table 17 – Top 3 Issues in Complaint Allegations Filed for FY 2001 – FY 2005

<i>Issue</i>	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Harassment – Non-Sexual	6,082	5,431	5,689	5,175	4,550
Promotion/Non-Selection	4,685	3,664	4,435	3,892	2,937
Terms/Conditions	3,431	3,172	2,541	2,474	2,300

g. Agencies' Investigation Times Lowest in Five Years, yet, Continue to Exceed Time Limits for Investigating Complaints and Issuing Final Agency Decisions

Investigations

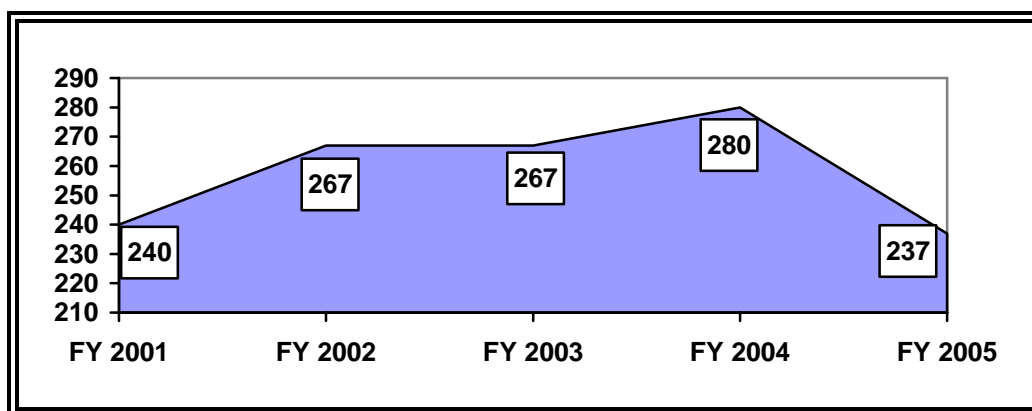
Investigations into allegations of discrimination are a key component of the formal EEO complaint process. Delays may impede the primary goal of gathering sufficient evidence to permit a determination as to whether discrimination occurred. EEOC regulation 29 C.F.R. § 1614.106(e)(2) requires agencies to conduct an investigation and issue a report to the complainant within 180 days of the filing of a complaint unless: 1) the parties agreed to no more than a 90-day extension (may not exceed 270 days); and 2) the complaint was amended or consolidated, which can add another 180 days to the period but may not exceed 360 days.

In FY 2005, agencies were timely in completing investigations 54.9% of the time, up from 42.7% in FY 2004 (including written agreements to extend the investigation and consolidated or amended complaints). When the U.S. Postal Service is not included, the percentage of timely completed investigations decreased to 49.7% government-wide. Agencies reported the best investigation time in five years by averaging 237

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days to complete an investigation in FY 2005. In comparison, agency investigations averaged 280 days in FY 2004 and 240 days in FY 2001. See Figure 4 below.

Figure 4 – Average Processing Days For Investigations for FY 2001 – FY 2005



Of those investigations completed within the 180-day time limit, agency investigators averaged 132.6 days to complete the investigation, while agency contract investigators averaged 124.3 days. Similarly, of those investigations completed within the 181 to 360-day time limit (complaints amended, consolidated or extended by the parties), agency investigators averaged 251.9 days to complete the investigation while contract investigators averaged 240 days.

Federal agencies fail to timely investigate claims of discrimination for many reasons. After reviewing the investigatory practices of selected agencies, EEOC has identified several reasons for untimely investigations: poorly staffed EEO offices, unnecessary and time-consuming procedures,¹⁴ delays in obtaining affidavits, and inadequate tracking and monitoring systems. For more information, see EEOC's *Federal Sector Investigations – Time and Cost*, issued June 2005 and *Attaining a Model Agency Program: Efficiency* at www.eeoc.gov/federal.

Tennessee Valley Authority Completed Highest Percentage of Timely Investigations

As shown in Table 18, the Tennessee Valley Authority timely completed 98% of its investigations. Agencies that had completed fewer than 25 investigations were not included in the ranking. Table B-9 in Appendix III contains this information for all agencies and is located at www.eeoc.gov.

¹⁴ For example, time-consuming procedures may appear in lengthy approval of investigative plans, or cumbersome procurement processes.

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Table 18 – Highest Percentage of Timely Completed Investigations for FY 2005

Agencies	Total Work Force	Number Completed Investigations	Number Timely Completed	% Timely
Tennessee Valley Authority	12,703	52	51	98.0
General Services Administration	12,812	54	51	94.4
Defense Finance and Accounting Service	13,483	50	43	86.0
Department of Health and Human Services	64,643	158	127	80.4
Department of Transportation	55,604	210	160	76.2

Final Agency Actions

EEOC regulations require an agency to take a final action on each formal complaint filed. Table 19 below provides a breakdown with processing time for all final agency actions. Agencies may issue a decision dismissing a complaint on procedural grounds such as untimely EEO counselor contact or failure to state a claim. Government-wide, agencies took an average of 150 days to issue a decision dismissing a complaint on procedural grounds. The EEOC maintains that, in general, acceptance letters/dismissal decisions should be issued well in advance of the 180-day time limit to complete an investigation. A suggested rule-of-thumb is to issue these actions within 60 days of the filing of the formal complaint.

An agency may also issue a decision after an investigation, either finding discrimination or finding no discrimination. In FY 2005, agencies timely issued 59.1% of their final agency merit decisions, an increase from the 43.6% timely completed in FY 2004. Commission regulations require agencies to issue final decisions within 60 days of complainant's request for such a decision or within 90 days after completion of an investigation if complainant has not requested either a final decision or an EEOC hearing. In FY 2005, the agencies' average processing time for issuing final decisions was 191 days, down from 200 days in FY 2004.

Finally, when an EEOC Administrative Judge has issued a decision, the agency must issue a final order either implementing or not implementing the Administrative Judge's decision and simultaneously appealing to the EEOC. In FY 2005, agencies issued 5,017 final orders implementing and 87 orders not implementing the Administrative Judge's decision. Commission regulations require agencies to issue an order within 40 calendar days of receiving the Administrative Judge's decision. In FY 2005, agencies issued orders in an average of 191 days after receiving the Administrative Judge's decision, which is down from 200 days in FY 2004.

Table 19 – EEO Complaint Closures by Type with Government-Wide Average Processing Times in Days (APD) in FY 2001 – FY 2005

FY	Complaint Closures		Merit Final Agency Actions With AJ Decisions		Merit Final Agency Decisions Without AJ Decisions				Procedural Dismissals		Settlements		Withdrawals	
	Total	APD	Total	APD from Comp. Filed	Total	APD	APD from Date Required	% Timely*	Total	APD	Total	APD	Total	APD
2001	25,193	464	3,830	800	5,247	539	-	-	8,308	N/A	5,261	523	2,547	389
2002	22,889	418	3,841	833	5,467	474	-	-	5,770	N/A	5,606	482	2,205	309
2003	19,772	541	3,893	796	5,287	598	-	-	2,723	207	5,573	507	2,296	380
2004	23,153	469	4,748	743	6,167	601	200	43.6%	5,444	150	4,469	473	2,325	308
2005	22,974	411	4,832	669	6,381	479	191	59.1%	5,510	127	4,264	436	1,997	294

* The EEOC did not collect data showing the timely merit Final Agency Decisions until FY 2004.

Defense Commissary Agency Issued the Highest Percentage of Timely Merit Decisions Without an Administrative Judge Decision

In FY 2005, the Defense Commissary Agency reported the highest percentage (100%) of timely issued merit decisions without an Administrative Judge decision. See Table 20 below.¹ Agencies that issued fewer than 25 merit decisions without a hearing were not included in the ranking. See Table B-14 in Appendix III for this information on all agencies located at www.eeoc.gov.

Best Practices - Final Action Times

See the Commission's "Attaining a Model Agency Program: Efficiency" report located on the web at www.eeoc.gov/federal/efficiency.html

Table 20 – Agencies With the Highest Percentage of Timely Issued Merit Decisions (Without an Administrative Judge Decision) in FY 2005

Agencies	Total Work Force	Merit Decisions without an AJ Decision		
		#	Timely	%
Defense Commissary Agency	15,923	40	40	100.0%
U.S. Postal Service	800,742	2,791	2,507	89.8%
Department of the Navy	187,535	189	145	76.7%
Department of the Treasury	123,454	224	144	64.3%
Department of Transportation	55,604	96	60	62.5%

¹ We note that fourteen agencies issued 100.0% of their merit decisions in a timely fashion, but 13 of them issued fewer than 25 total merit decisions.

h. Findings of Discrimination and Monetary Benefits Increase Slightly

Since FY 2001, the number of findings of discrimination has increased in the federal government. Table 21 below shows that both the total number of merit decisions and the number of findings of discrimination have increased over the past three years. For the first time in five years, over 3% of merit decisions resulted in a finding of discrimination.

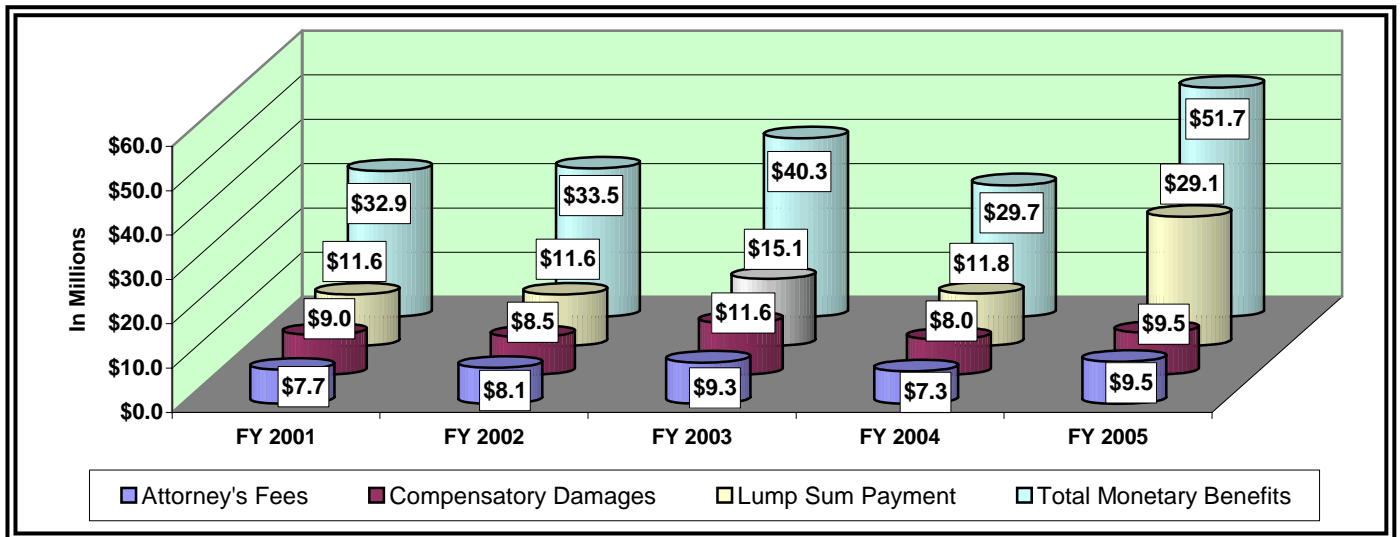
***Table 21 – Amounts Awarded in Resolution of Formal
EEO Complaints Before Appeals
FY 2001 – FY 2005***

Total Complaint Closures			Findings of Discrimination		Settlements		Monetary Benefits			
FY	#	Total Merit Decisions	#	% of Merits Decisions	#	% of Total Closures	# Total Complaint Closures with Benefits	% of Total Complaint Closures with Benefits	Total (in millions)	Per Capita
2001	25,193	9,077	261	2.9%	5,261	20.8%	5,522	21.9%	\$32.9	\$5,965
2002	22,889	9,308	248	2.7%	5,606	24.5%	5,854	25.6%	\$33.5	\$5,727
2003	19,772	9,180	264	2.9%	5,573	28.2%	5,823	29.5%	\$40.3	\$6,926
2004	23,153	10,915	321	2.9%	4,469	19.3%	4,739	20.5%	\$29.7	\$6,266
2005	22,974	11,213	345	3.1%	4,264	18.6%	4,525	19.7%	\$51.7	\$11,417

Average monetary benefits awarded in resolution of formal EEO complaints increased by 42.5% between FY 2004 and FY 2005 and 36.2% between FY 2001 and FY 2005. Table 21 above shows the total monetary benefits awarded during the formal complaint process for the past five fiscal years, while Figure 5 indicates what portion of these benefits were for compensatory damages, attorneys' fees and lump sum payments.

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**Figure 5 – Monetary Benefits Awarded in the Formal Complaint Stage
FY 2001 – FY 2005**



i. High Affirmation Rate of Final Agency Decisions on Appeal

As demonstrated by the table below, in FY 2005 over 78% of final agency decisions (FADs), excluding those in which an AJ issued a decision, were affirmed on appeal in FY 2005. Although the percentage has declined slightly from FY 2004, the five-year trend has shown nearly a 5% increase of affirmed FADs since FY 2001.

**Table 22 – Affirmation Rate of Final Agency Decisions on Appeal
FY 2001 – FY 2005**

Fiscal Year	FADs Decided on Appeal	FADs Affirmed on Appeal	Percentage of FADs Affirmed on Appeal
FY 2001	4,760	3,464	72.8%
FY 2002	4,617	3,566	77.2%
FY 2003	3,599	2,888	80.2%
FY 2004	3,563	2,876	80.7%
FY 2005	3,316	2,595	78.3%

2. EEOC Hearings and Appeals: Quicker Processing Times and Reduced Inventories

By federal regulation, the EEOC becomes involved in the handling of an EEO complaint from a federal employee after the case has been initially processed by the employing agency and a hearing has been requested before an EEOC Administrative Judge or an appeal from a final agency action has been filed.

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If a complainant requests a hearing, an EEOC Administrative Judge may oversee discovery between the parties, and hold a hearing or issue a decision on the record. If a hearing is held, the Administrative Judge will hear the testimony of witnesses, review relevant evidence, and make findings of fact and conclusions of law in a decision issued to the parties. In appropriate cases, an Administrative Judge may, in lieu of holding a hearing, procedurally dismiss a case or issue a decision by summary judgment.

EEOC is also responsible for deciding appeals from final actions issued by federal agencies on complaints of employment discrimination. These final actions may involve an agency's decision to procedurally dismiss a complaint, a final decision on the merits of a complaint when the complainant has not requested a hearing, or a decision on whether or not to fully implement the decision of an EEOC Administrative Judge. Once appellate decisions are issued, the EEOC monitors agency compliance with all orders and takes appropriate action to enforce them. The EEOC's adjudicatory responsibilities also include resolving allegations of a breach of a settlement agreement involving a federal sector EEO complaint, as well as deciding petitions for review of decisions by the Merit Systems Protection Board and petitions for review of a final grievance decision where claims of discrimination are properly raised.

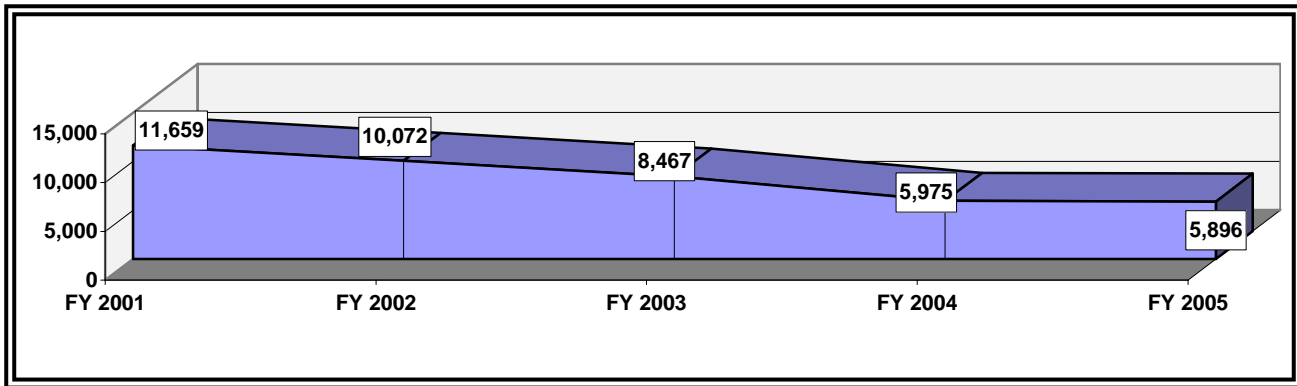
Equally as important as its adjudicatory role, EEOC is vigorously engaged in assisting federal agencies in the proactive prevention of discrimination. The EEOC's Office of Federal Operations (OFO) provides outreach, technical assistance and oversight to federal agencies, including conducting program reviews throughout the federal government to evaluate agencies' efforts to develop and maintain model EEO programs. The OFO monitors and evaluates agencies' activities to identify and correct barriers to equal opportunity, reasonable accommodation procedures for individuals with disabilities, and ADR programs. OFO also gathers and analyzes data provided by federal agencies on employment trends and EEO complaint processing; issues periodic reports which are publicly available; and works with individual agencies to identify both positive and negative trends in their EEO programs. In addition, through the EEOC's Revolving Fund, OFO develops and delivers training to federal agencies and other interested parties on a wide variety of federal sector equal EEO topics.

a. HEARINGS

i. Hearings Inventory Continues to Decline

The hearings inventory decreased from 5,975 in FY 2004 to 5,896 in FY 2005, which represents a decline of 1.3%. Since FY 2001, the hearings inventory has fallen by 49.4% from a high of 11,659 cases. The decrease in hearing requests has contributed to a reduction in the hearings inventory.

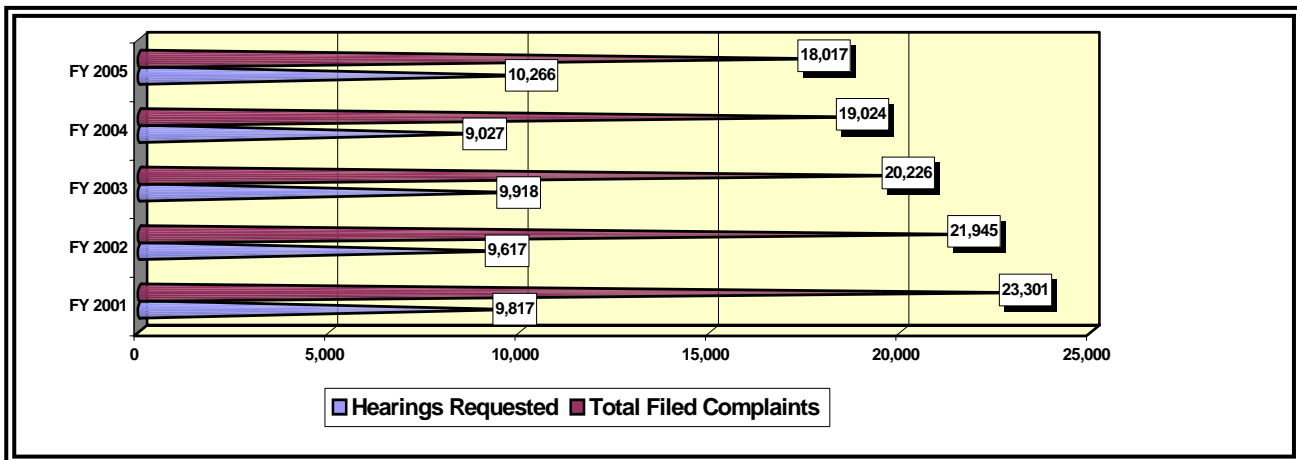
**Figure 6 – Hearings Inventory
FY 2000 – FY 2005**



ii. Hearing Requests Up

Hearing requests increased by 13.7% from 9,027 hearing requests in FY 2004 to 10,266 in FY 2005, and have increased by 4.6% from FY 2001. For comparison purposes, the 10,266 hearings requested comprised 57.0% of the total complaints filed in FY 2005.

**Figure 7 – Comparison of Requests for EEOC Hearings to Complaints Filed
FY 2001 – FY 2005**



iii. Hearing Closures

During FY 2005, the EEOC's Hearings Program resolved 10,221 cases, including 78 class actions, which represents a 12.9% decrease from the 11,740 cases closed in FY 2004 and an 8.7% increase from the 9,402 cases closed in FY 2001.

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Excluding the class actions, the 10,143 individual cases in FY 2005 were closed in the following manner: 12.5% were by decision following a hearing; 32.3% were by decisions on the record; 25.1% were closed by settlements; 13.2% were by procedural dismissal; and 17.0% were withdrawals. See Table 23 for a comparison of FY 2001 – FY 2005.

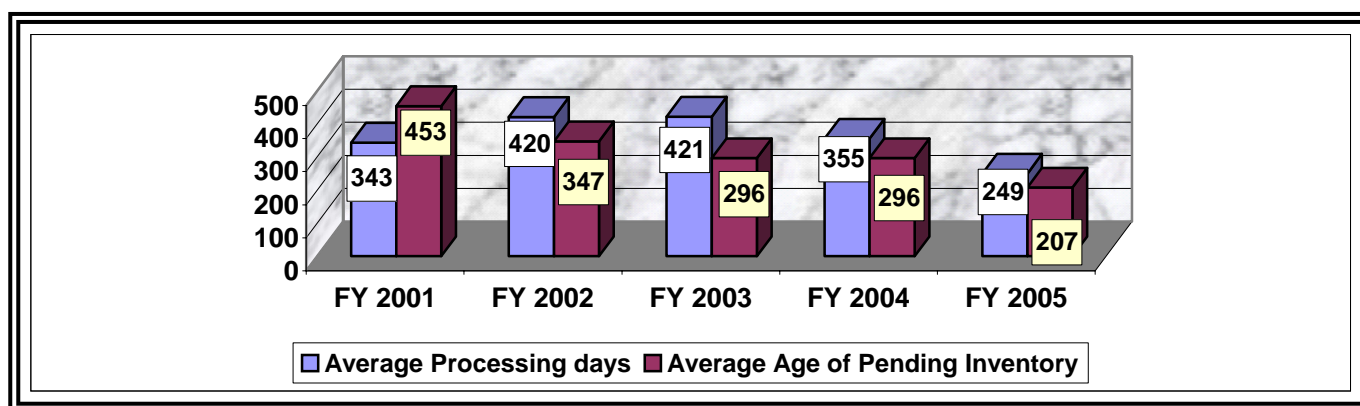
Table 23 – Hearings Program Individual Case Closures: FY 2001 – FY 2005

Closure Type	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005	
	#	%	#	%	#	%	#	%	#	%
Decisions Following a Hearing	1,626	17.5	2,004	17.3	1,974	16.3	1,655	14.2	1,268	12.5
Decisions On the Record	1,970	21.1	2,274	19.7	2,804	23.1	3,481	30.0	3,272	32.3
Settlements	3,080	33.1	3,841	33.2	3,951	32.6	3,180	27.4	2,546	25.1
Procedural Dismissals	1,276	13.7	1,556	13.5	1,551	12.8	1,550	13.3	1,336	13.2
Withdrawals	1,364	14.7	1,893	16.4	1,844	15.2	1,760	15.1	1,721	17.0
Total Individual Case Closures	9,316		11,568		12,124		11,626		10,143	

iv. Average Processing Time Drops for Hearings

For the second year, the average processing time for hearing closures fell from 355 days in FY 2004 to 249 days in FY 2005, representing a significant decrease from the 343 days in FY 2001.¹⁶ The average age of the pending inventory increased to 207 days in FY 2005 from 183 days in FY 2004, but was still significantly lower than the 453 days in FY 2001.

**Figure 8 - Average Processing Days for Hearings
FY 2001 - FY 2005**



v. Agencies Challenge Findings of Discrimination

In FY 2005, EEOC Administrative Judges issued 232 decisions finding discrimination which was 5.1% of all decisions on the merits of complaints. In comparison to the 329

¹⁶ The EEOC has corrected the data for average processing days of hearings for FY 2001.

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decisions finding discrimination that Administrative Judges issued in FY 2004, the 232 decisions in FY 2005 represent a decrease of 29.5%. Agencies may either fully implement or appeal the Administrative Judge's decision to the EEOC's Office of Federal Operations (OFO). In FY 2005, agencies appealed only 1.7% of all Administrative Judge decisions; however, they appealed 30.3% of the cases where an Administrative Judge found discrimination.

**Table 24 - Agency Actions on Administrative Judge Decisions
FY 2001 - FY 2005**

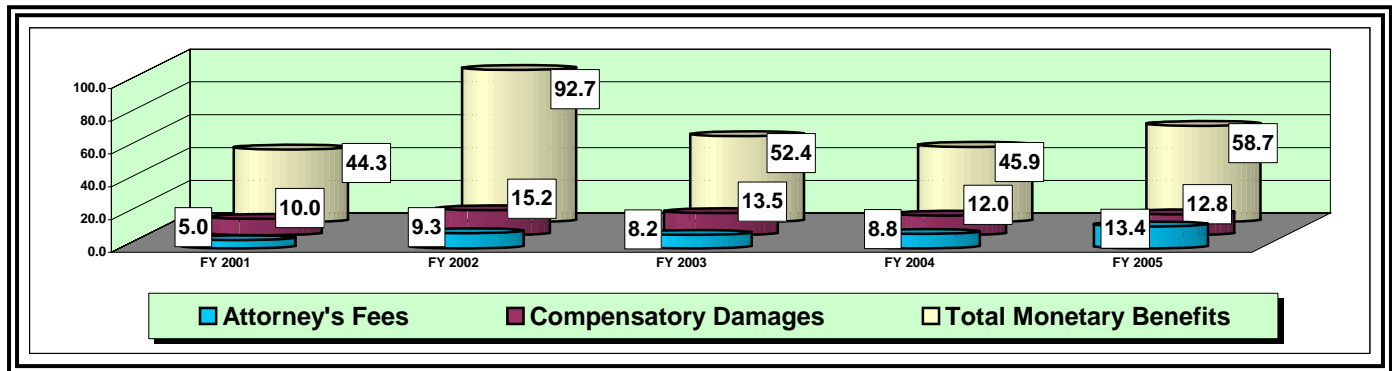
FY	Finding Discrimination ¹⁷				Finding No Discrimination				Totals			
	Implemented		Appealed		Implemented		Appealed		Implemented		Appealed	
	#	%	#	%	#	%	#	%	#	%	#	%
2001	194	71.3%	78	28.7%	3,636	98.8%	44	1.2%	3,830	96.9%	122	3.1%
2002	197	65.0%	106	35.0%	3,644	100%	0	0%	3,841	97.3%	106	2.7%
2003	159	63.3%	92	36.7%	3,639	99.9%	3	0.1%	3,798	97.6%	95	2.4%
2004	124	71.3%	50	28.7%	4,515	98.7%	59	0.3%	4,639	97.8%	109	2.2%
2005	182	69.7%	79	30.3%	4,567	99.9%	4	0.1%	4,749	98.3%	83	1.7%

vi. Monetary Benefits Increase at Hearings

In FY 2005, Administrative Judge decisions and settlements at the hearings stage awarded \$58.7 million in benefits, exceeding the \$45.9 million in FY 2004 and the \$44.3 million awarded in FY 2001. This reversed a two-year trend of decreasing monetary benefits at the hearing stage. Note that benefits at the hearings stage are preliminary, pending a decision on implementation by the agency or on appeal.

¹⁷ These numbers do not parallel Administrative Judge findings of discrimination because agencies may not take final action in the same fiscal year as the decision was issued, or may settle a complaint where the Administrative Judge has found discrimination.

**Figure 9 - Monetary Benefits Awarded from Hearings (In Millions of Dollars)
FY 2001 - FY 2005**



vii. High Affirmation Rate of AJ Decisions on Appeal

As demonstrated by the table below, over 94% of AJ decisions were affirmed on appeal in FY 2005.¹⁸ Although the percentage has declined for the last two years, the five-year trend has shown nearly a 5% increase of affirmed AJ decisions since FY 2001.

**Table 25 – Affirmation Rate of AJ Decisions on Appeal
FY 2001 - FY 2005**

Fiscal Year	AJ Decisions Appealed			AJ Decisions Affirmed on Appeal			% of AJ Decisions Affirmed on Appeal		
	Total	Appeal By Agency ¹⁹	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant	Total	Appeal By Agency	Appeal By Appellant
2001	1,310	26	1,284	1,174	17	1,157	89.6%	65.4%	90.1%
2002	2,033	57	1,976	1,811	37	1,774	89.1%	64.9%	89.8%
2003	1,772	123	1,649	1,703	87	1,616	96.1%	70.7%	98.0%
2004	1,828	152	1,676	1,741	107	1,634	95.2%	70.4%	97.5%
2005	1,712	93	1,619	1,616	71	1,545	94.4%	76.3%	95.4%

b. APPEALS

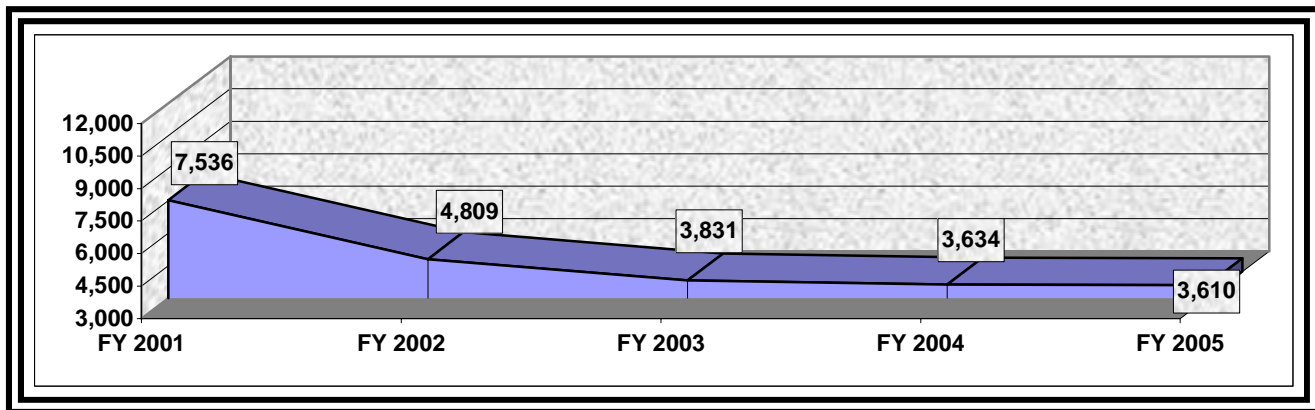
i. Appeals Inventory Steadily Declines

OFO's appellate inventory declined in FY 2005 to 3,610, which represents a 0.7% reduction from the 3,634 case inventory at the close of FY 2004 and a significant reduction of 52.1% from the 7,536 cases in inventory at the close of FY 2001.

¹⁸ Administrative Judge decisions reported here do not include Petitions for Enforcement.

¹⁹ Appeal By Agency occurs when the agency did not fully implement the AJ decision.

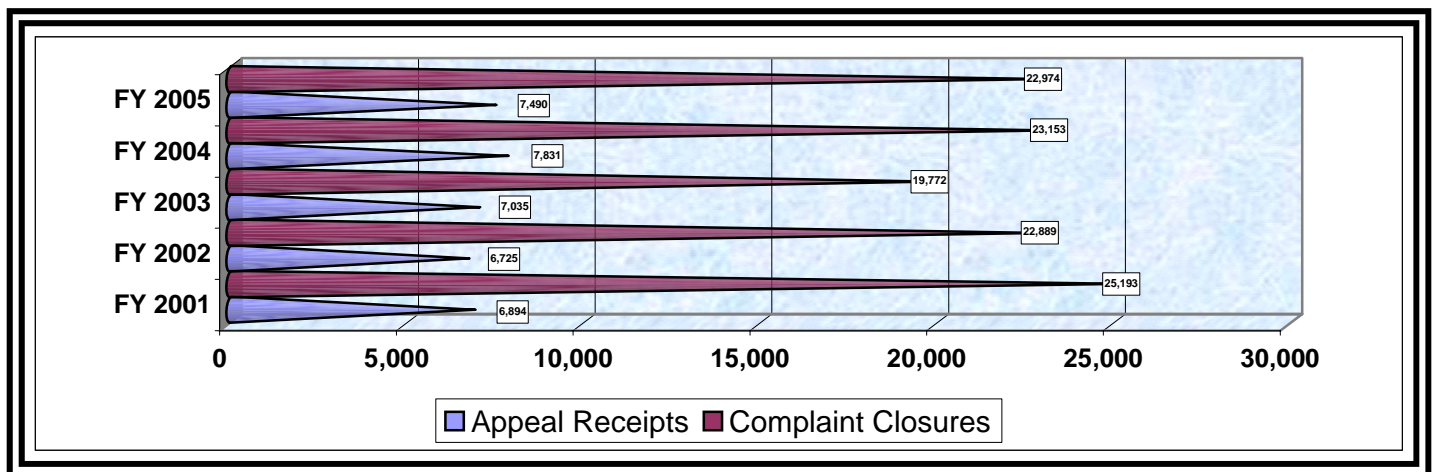
**Figure 10 - Appellate Inventory
FY 2001 - FY 2005**



ii. Appeal Receipts Reverse Two-Year Upward Trend

OFO received 7,490 appeals in FY 2005, representing a 4.4% decrease from the 7,831 appeals filed in FY 2004, and reversing the two-year upward trend from FY 2003 through FY 2004. FY 2005 appeal receipts, however, still represented an 8.6% increase from the 6,894 appeals received in FY 2001.

**Figure 11 – Comparison of Appeals Receipts to Complaint Closures
FY 2001 - FY 2005**



iii. Appeal Closures Steady

OFO closed a total of 7,514 cases in FY 2005, of which 5,831 (77.6%) alleged violations of Title VII; 2,040 (27.1%) appeals involved the Rehabilitation Act; 1,941 (25.8%) appeals alleged violations of the ADEA; and 1 (0.01%) appeal involved the Equal Pay Act of 1963. In FY 2004, OFO closed a total of 8,028 cases, of which 6,224 were Title VII cases (77.5%); 2,046 appeals involved the Rehabilitation Act (25.5%); 2,093 appeals alleged violations of the ADEA (26.1%); and four appeals involved the

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Equal Pay Act of 1963 (0.1%).²⁰ See Figure 12 for the appeals closures from FY 2001 to FY 2005.

**Figure 12 - Appeals Closures
FY 2001 - FY 2005**

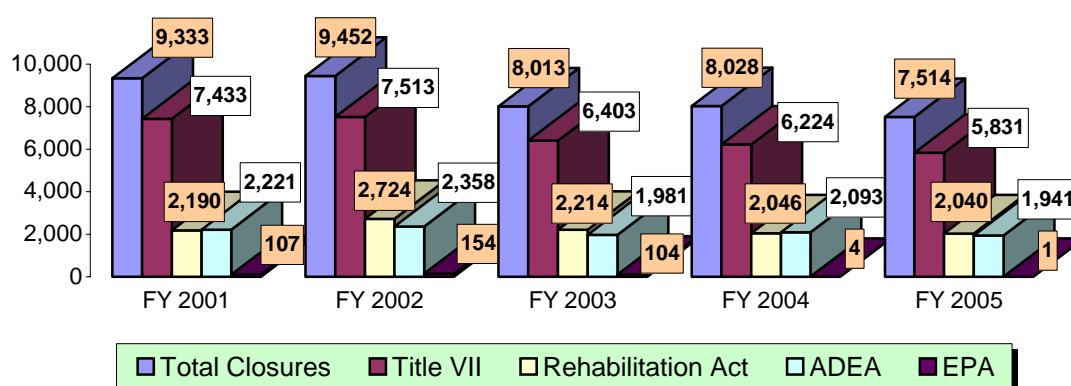


Table 26 below, provides a breakdown by appeal type of all FY 2005 receipts and closures.

**Table 26 - Types of Receipts and Appeals
FY 2005**

Types of Appeals	Receipts		Closures	
	#	% of Total	#	% of Total
Total	7,490		7,514	
Initial Appeals from Complainants	5,992	80.0	5,993	79.8
Initial Appeals from Agencies	103	1.4	123	1.6
Petitions to Review MSPB Decisions	86	1.1	98	1.3
Appeals from a Grievance/Arbitration of FLRA Decisions	12	0.2	21	0.3
Petitions for Enforcement	31	0.4	42	0.5
Requests for Reconsiderations	1,266	16.9	1,237	16.5

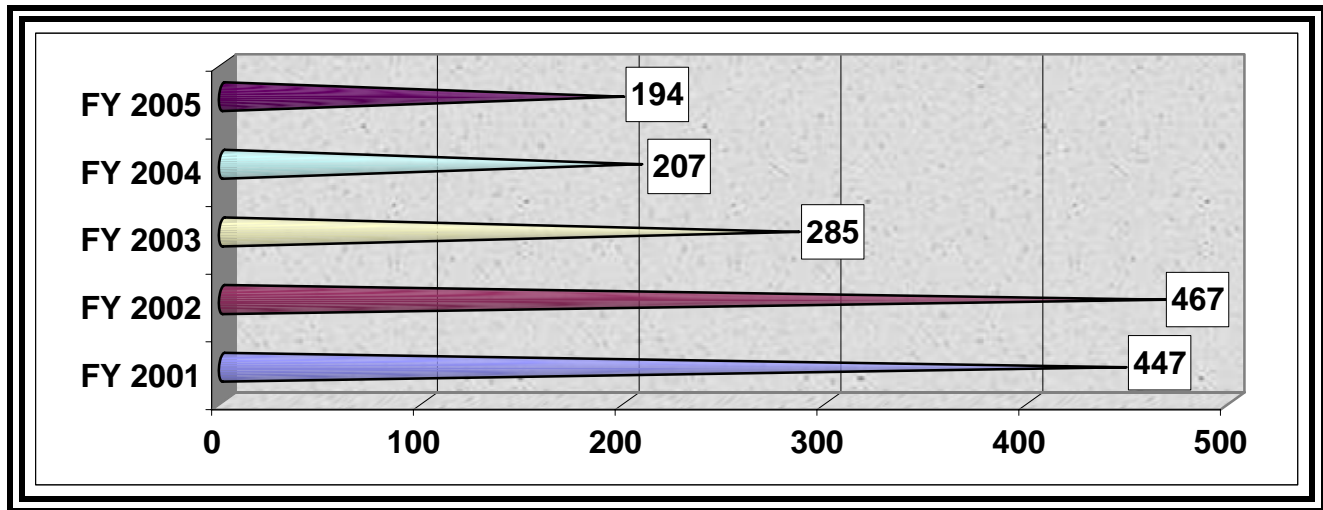
In FY 2005, OFO closed 3,000 appeals addressing the merits of the underlying discrimination claims, and made a total of 145 findings of discrimination or 4.8% of the total. In FY 2004, OFO closed 3,451 appeals addressing the merits of the underlying discrimination claims, and made a total of 226 findings of discrimination or 6.5% of the total. OFO reversed 21.8% of the 3,682 appeals which addressed procedural closures in FY 2005.

²⁰ The number and percentage of resolutions by statute will be greater than the number of cases closed, since one or more statutory basis or bases may be alleged in each appeal.

iv. Average Processing Time of Appeal Closures Decreases

The average processing time for appeal closures fell to 194 days in FY 2005, representing a 6.3% decrease from 207 days in FY 2004, and a 56.6% decrease from 447 days in FY 2001. OFO resolved 3,899 (52.0%) of the 7,490 appeals received in FY 2005, within 180 days. The average age of an open appeal in the inventory at the end of FY 2005 was 198 days, a 15.8% increase from the 171-day average age at the end of FY 2004 and a 55.7% reduction from the 430-day average age of the open inventory at the end of FY 2001.

**Figure 13 - Average Processing Days on Appeal
FY 2001 - FY 2005**



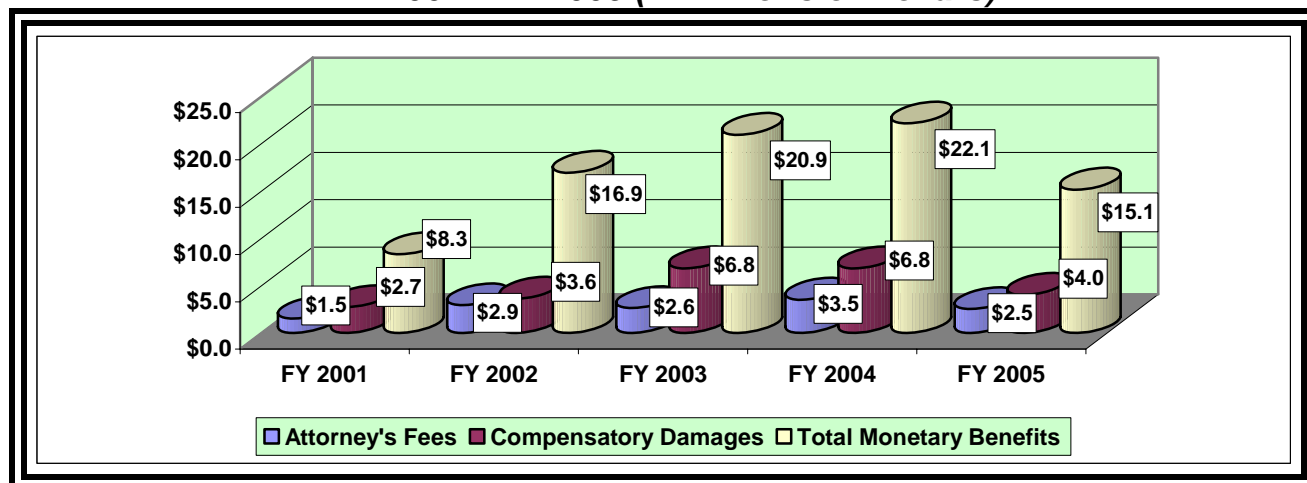
v. Top Three Bases and Issues on Appeal Remain Unchanged

In FY 2004 and FY 2005, reprisal, race (Black) and disability have remained the top three most prevalent bases of discrimination in appeals. For the same period, promotion, harassment (non-sexual) and removal were the top three issues of discrimination in appeals.

vi. \$15.1 Million Awarded on Appeal

In FY 2005, the \$15.1 million in monetary benefits awarded in compliance with appellate decisions (including settlement agreements resolving appeals) decreased by 31.7% from the \$22.1 million awarded in FY 2004, and increased 81.9% from the \$8.3 million awarded in FY 2001.

**Figure 14 - Monetary Benefits Awarded from Appeals²¹
FY 2001 - FY 2005 (In Millions of Dollars)**



vii. Training and Outreach Conducted By OFO Increase in FY 2005

In FY 2005, EEOC staff members reached a record number of federal employees, informing them of their rights and responsibilities under the EEO process, affirmative employment programs and laws which the Commission enforces. The EEOC's proactive prevention activities targeted multiple agencies which provided their managers and supervisors the opportunity to understand how to prevent employment discrimination within their workplace. These training sessions were provided by staff members from the Office of Federal Operations and various EEOC district offices throughout the country.

Specifically, staff members conducted 188 training sessions reaching 4,823 federal employees. Federal employees trained included 351 new EEO counselors, 194 new EEO investigators and 486 EEO professionals in affirmative employment programs. Additionally, staff members participated in 41 outreach sessions reaching another 4,404 individuals.

EEOC staff members also responded to more than 7,605 calls regarding the EEO complaint/appeals process, providing the federal sector EEO community and employees with timely information. Additionally, in FY 2005 EEOC staff members provided 109 in-person visits and 30 telephonic technical assistance sessions for affirmative employment programs.

The Commission's training and outreach information can be found at <http://www.eeoc.gov/outreach>.

²¹ Note: Hearings Benefits should not be added to Appeals Benefits for a grand total, as Hearings Benefits are only preliminary.

Section F- Responsiveness and Legal Compliance

In order to achieve a model EEO program, agencies must meet the six essential elements discussed in detail in EEO Management Directive 715. The sixth element, "Responsiveness and Legal Compliance," encompasses the timely filing of required reports with the EEOC and the timely compliance with EEOC orders. Appendix III contains the federal agencies' compliance with the requirements to timely submit their Form 462 and MD-715 reports.

1. 95% of EEOC 462 Reports Were Timely

EEOC regulation 29 C.F.R. § 1614.602(a) requires agencies to report to the EEOC information concerning pre-complaint counseling, ADR, and the status, processing, and disposition of complaints under this part at such times and in such manner as the Commission prescribes.

The requirement to file an EEOC Form 462 Report applies to all federal agencies and departments covered by 29 C.F.R. Part 1614, as defined in 29 C.F.R. § 1614.103(b). This includes Executive agencies as defined in 5 U.S.C. 105, military departments as defined in 5 U.S.C. 102, the Government Printing Office, the Postal Rate Commission, the Smithsonian Institution, the Tennessee Valley Authority, the United States Postal Service, and those units of the judicial branch of the federal government having positions in the competitive service. All covered agencies must file Form 462 Reports with the Commission. Form 462 Reports are due on or before October 31st of each year.

Of the 94 agencies (with 100 or more employees) that submitted a Form 462 report in FY 2005, 94.7% of agencies were timely.²²

²² The Armed Forces Retirement Home, Department of Transportation, Executive Office of the President, Federal Retirement Thrift Investment Board and the Selective Service System filed untimely reports.

PART II

PROFILES FOR SELECTED FEDERAL AGENCIES

What follows are individual profiles of federal agencies with a total work force of 500 or more employees. These profiles of selected indicators were created from data submitted by agencies in annual EEOC Form 462 reports, and the Civilian Personnel Data File (CPDF), which is maintained by the Office of Personnel Management (OPM).

Each agency's profile narrative highlights the participation by race, national origin, gender, and disability of employees in the Work Force as a whole, as well as in the agency's major occupations, supervisor and manager ranks, Senior Pay Level, and the "feeder grades" (GS-14 and GS-15) to the Senior Executive Service.

The profiles include participation rates by race, national origin, gender and Individuals with Targeted Disabilities for persons who serve as supervisors and managers. Employees classified as supervisors and managers who are at the GS-12 level or below are identified as First-Level Officials and Managers; those at the GS-13 or GS-14 level are identified as Mid-Level Officials and Managers; and those at the GS-15 or in the Senior Executive Service are identified as Senior-Level Officials and Managers. If the CPDF was unable to determine the grade level of particular managers, they are identified as Unclassified Managers.

Since those supervisors and managers comprising an agency's First-Level Officials and Managers may constitute a large portion of an agency's available pool of candidates for higher level managerial positions, a comparison of the data on the participation rates of persons as they progress through the managerial ranks can serve as a diagnostic tool to help agencies uncover and effectively address impediments to fair and open competition in the federal workplace and allow individuals equal opportunity for advancement. In general, the data for the profiled agencies indicate that a comparison of the participation rates of women, Hispanics, Blacks, Asian Americans/Pacific Islanders and American Indians/Alaskan Natives will show a decline from the First-Level positions to the Mid-Level positions and another decline from the Mid-Level positions to the Senior-Level positions.

The profile narratives also contains a number of measures related to the agencies' EEO complaint activities, including the number of complaints filed, complainants, complaints closed, merit decisions, findings of discrimination, and settlements. Also included are timeliness measures for various stages of EEO complaint processing. EEOC relies on each agency to provide accurate and reliable data for its complaint processing program. Although the EEOC reviews and analyzes the data submitted, each agency remains ultimately responsible for the accuracy of its own data.

Finally, each profile narrative offer data concerning agencies' success in implementing alternative dispute resolution (ADR) activities at the pre-complaint and formal complaint stages of the discrimination complaint process. EEOC is firmly committed to using Alternative Dispute Resolution (ADR) to resolve workplace disputes. Used properly and in appropriate circumstances, ADR can provide faster and less expensive results while at the same time improving workplace communication and morale.

List of Agencies Included in the Agency Profile Section

In addition to the government-wide profile, the following agencies have profiles listed alphabetically in this part:

Government-Wide (II-4)	General Services Administration (II-64)
Agency for International Development (II-6)	Government Printing Office (II-66)
Agriculture, Department of (II-8)	Health and Human Services, Department of (II-68)
Air Force, Department of the (II-10)	Homeland Security, Department of (II-70)
Army, Department of the (II-12)	Housing and Urban Development, Department of (II-72)
Army and Air Force Exchange Service (II-14)	Interior, Department of the (II-74)
Broadcasting Board of Governors (II-16)	Justice, Department of (II-76)
Commerce, Department of (II-18)	Labor, Department of (II-78)
Commodity Futures Trading Commission (II-20)	National Aeronautics and Space Administration (II-80)
Corporation for National Service (II-22)	National Archives and Records Administration (II-82)
Court Services and Offender Supervision Agency (II-24)	National Credit Union Administration (II-84)
Defense Commissary Agency (II-26)	National Gallery of Art (II-86)
Defense Contract Audit Agency (II-28)	National Labor Relations Board (II-88)
Defense Contract Management Agency (II-30)	National Science Foundation (II-90)
Defense Education Activity (II-32)	Navy, Department of the (II-92)
Defense Finance and Accounting Service (II-34)	Nuclear Regulatory Commission (II-94)
Defense Human Resources Activity (II-36)	Office of Personnel Management (II-96)
Defense Information Systems Agency (II-38)	Peace Corps (II-98)
Defense Inspector General, Office of the (II-40)	Pension Benefit Guaranty Corporation (II-100)
Defense Logistics Agency (II-42)	Railroad Retirement Board (II-102)
Defense, Office of the Secretary of (II-44)	Securities and Exchange Commission (II-104)
Defense Security Service (II-46)	Small Business Administration (II-106)
Defense Threat Reduction Agency (II-48)	Smithsonian Institution (II-108)
Education, Department of (II-50)	Social Security Administration (II-110)
Energy, Department of (II-52)	State, Department of (II-112)
Environmental Protection Agency (II-54)	Tennessee Valley Authority (II-114)
Equal Employment Opportunity Commission (II-56)	Transportation, Department of (II-116)
Federal Communications Commission (II-58)	Treasury, Department of (II-118)
Federal Deposit Insurance Corporation (II-60)	U.S. Postal Service (II-120)
Federal Trade Commission (II-62)	Veterans Affairs, Department of (II-122)

Government-Wide

Permanent Work Force: 2,437,338 Temporary Work Force: 173,582 Total Work Force: 2,610,920

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Total Work Force*	2,610,920	57.01%	42.99%	7.61%	66.49%	18.29%	5.94%	1.67%	0.96%
Permanent Work Force	2,437,338	57.37%	42.63%	7.61%	66.33%	18.65%	5.90%	1.51%	0.99%
GS-14 and GS-15**	167,340	68.20%	31.80%	4.01%	80.05%	9.33%	5.68%	0.92%	0.51%
Senior Pay Level**	19,268	73.72%	26.28%	3.54%	85.66%	6.62%	3.39%	0.78%	0.46%

*Includes data for those agencies which are provided by CPDF plus AAFES, TVA, and USPS; does not include data for intelligence-gathering agencies.

**Includes data only for those agencies which are provided by CPDF; does not include pay-banded employees or data for intelligence-gathering agencies.

EEO Complaint Processing

I. Counseling

Of the 41,046 pre-complaint counselings (without remands) completed in FY 2005, the Government timely processed 80.7%.

II. Issues and Bases of Complaints Filed

Of the 18,017 complaints filed at the Government, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

The Government's average time for completing an investigation was 237 days.

The Government's average processing time for all complaint closures decreased from 469 days in FY 2004 to 411 days in FY 2005.

IV. Pending Inventory

The Government had a total of 20,178 complaints pending at the end of FY 2005, with 698 pending acknowledgment; 7,056 pending investigation for an average of 162 days; and 3,586 pending the issuance of final decisions for an average of 560 days.

V. Costs

The Government agreed to pay \$1,703,627 for 7,652 pre-complaint settlements, of which 585 were monetary settlements averaging \$2,912. The Government expended a total of \$37,221,231 for 13,707 complaint investigations, for an average expenditure of \$2,715.

The Government agreed to pay a total of \$51,662,617 for 4,525 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,417.

Government-Wide

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	22,393		18,677		41,070	
Settlements	1,589	7.1%	6,063	32.5%	7,652	18.6%
No Complaints Filed	11,015	49.2%	3,371	18%	14,386	35%
Complaints Filed*					17,348	42.2%
Decision to File Complaint Pending at End of Fiscal Year					1,684	4.1%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	42,412	33,735	79.5%	18,381	43.3%
FY 2005 Completed/Ended Counselings	41,070	31,217	76%	18,634	45.4%
Percentage Change from FY 2004 to FY 2005	-3.2%	-7.5%		1.4%	
FY 2004 Complaint Workload **	48,555	3,572	7.4%	1,347	2.8%
FY 2005 Complaint Workload **	43,176	3,212	7.4%	1,113	2.6%
Percentage Change from FY 2004 to FY 2005	-11.1%	-10.1%		-17.4%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings	41,046	33,126	80.7%			
All Investigations	13,707	7,523	54.9%	280.4	237.4	-15.3%
All Complaint Closures	22,974			468.8	410.8	-12.4%
Merit Decisions (no AJ)	6,381	3,770	59.1%	597.9	479.2	-19.9%
Dismissal Decisions (no AJ)	5,238			125	94.44	-24.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	18,017							
Total Closures	22,974							
Settlements	4,264	18.6%						
Withdrawals	1,997	8.7%						
Total Final Agency Actions	16,713	72.7%	11,619	69.5%	5,017	30%	87	0.5%
Dismissals	5,510	33%	5,238	95.1%	268	4.9%	4	0.1%
Merit Decisions	11,213	67.1%	6,381	56.9%	4,749	42.4%	83	0.7%
Finding Discrimination	345	3.1%	84	24.3%	182	52.8%	79	22.9%
Finding No Discrimination	10,868	96.9%	6,297	57.9%	4,567	42%	4	0%

Agency for International Development (AID)

Permanent Work Force: 1,792

Temporary Work Force: 597

Total Work Force: 2,389

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,792	47.66%	52.34%	3.24%	62.39%	29.46%	4.74%	0.17%	0.50%
Major Occupations:									
Miscellaneous Admin. and Program	364	50.27%	49.73%	5.49%	72.80%	17.31%	4.12%	0.27%	0.00%
Management and Program Analysis	414	45.89%	54.11%	2.17%	72.46%	20.53%	4.59%	0.24%	0.72%
Auditing	114	64.91%	35.09%	5.26%	53.51%	28.95%	12.28%	0.00%	0.88%
GS-14 and GS-15*	1,059	58.07%	41.93%	2.83%	77.53%	13.50%	5.85%	0.28%	0.38%
Senior Pay Level*	172	75.00%	25.00%	4.07%	80.81%	11.05%	4.07%	0.00%	0.00%
First-Level Officials/Managers	73	52.05%	47.95%	5.48%	69.86%	13.70%	9.59%	1.37%	0.00%
Mid-Level Officials/Managers	151	54.97%	45.03%	2.65%	72.85%	19.21%	4.64%	0.66%	0.00%
Senior-Level Officials/Managers	471	67.30%	32.70%	3.61%	81.74%	10.19%	4.25%	0.21%	0.21%
Unclassified Managers	14	64.29%	35.71%	0.00%	92.86%	0.00%	7.14%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 22 pre-complaint counselings (without remands) completed in FY 2005, AID timely processed 50%.

II. Issues and Bases of Complaints Filed

Of the 18 complaints filed at AID, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Terms/Conditions of Employment; and (3) Evaluation/Appraisal. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Sex - Female.

III. Complaint Processing Times

AID's average time for completing an investigation was 296 days. The government-wide average was 237 days in FY 2005.

AID's average processing time for all complaint closures increased from 518 days in FY 2004 to 637 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

AID had a total of 32 complaints pending at the end of FY 2005, with none pending acknowledgment; 20 pending investigation for an average of 189 days; and 4 pending the issuance of final decisions for an average of 575 days.

V. Costs

AID made no payments in FY 2005 for pre-complaint settlements with benefits. AID expended a total of \$29,630 for 8 complaint investigations, for an average expenditure of \$3,704.

AID agreed to pay a total of \$156,462 for 3 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$52,154.

Agency for International Development (AID)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	22		0		22	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	3	13.6%	0	--	3	13.6%
Complaints Filed*					18	81.8%
Decision to File Complaint Pending at End of Fiscal Year					1	4.6%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	27	0	0%	0	0%
FY 2005 Completed/Ended Counselings	22	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-18.5%	--		--	
FY 2004 Complaint Workload **	30	0	0%	0	0%
FY 2005 Complaint Workload **	43	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	43.3%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	22	11	50%			
All Investigations	8	2	25%	267	296.1	10.9%
All Complaint Closures	11			517.8	636.6	22.9%
Merit Decisions (no AJ)	1	0	0%	376	681	81.1%
Dismissal Decisions (no AJ)	3			298	143.33	-51.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	18							
Total Closures	11							
Settlements	3	27.3%						
Withdrawals	1	9.1%						
Total Final Agency Actions	7	63.6%	4	57.1%	3	42.9%	0	0%
Dismissals	4	57.1%	3	75%	1	25%	0	0%
Merit Decisions	3	42.9%	1	33.3%	2	66.7%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	3	100%	1	33.3%	2	66.7%	0	0%

Department of Agriculture (USDA)

Permanent Work Force: 88,697

Temporary Work Force: 20,647

Total Work Force: 109,344

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	88,697	56.64%	43.36%	5.78%	78.55%	10.76%	2.56%	2.35%	1.00%
Major Occupations:									
Soil Conservation	4,495	74.39%	25.61%	3.94%	85.34%	7.01%	1.05%	2.67%	0.67%
General Business and Industry	4,257	16.02%	83.98%	5.97%	78.01%	12.61%	1.34%	2.07%	0.89%
Loan Specialist	4,172	53.36%	46.64%	5.25%	84.11%	7.69%	1.25%	1.70%	0.74%
GS-14 and GS-15*	6,138	70.66%	29.34%	3.42%	82.21%	9.03%	4.33%	1.01%	0.59%
Senior Pay Level*	467	75.80%	24.20%	3.21%	82.01%	10.06%	3.85%	0.86%	0.21%
First-Level Officials/Managers	6,097	75.77%	24.23%	6.27%	81.48%	5.64%	3.02%	3.59%	0.44%
Mid-Level Officials/Managers	4,776	70.27%	29.73%	4.86%	81.30%	9.25%	3.06%	1.53%	0.57%
Senior-Level Officials/Managers	1,694	75.44%	24.56%	3.60%	84.53%	8.38%	2.60%	0.89%	0.41%
Unclassified Managers	189	84.66%	15.34%	4.23%	87.83%	6.35%	1.06%	0.53%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 1,239 pre-complaint counselings (without remands) completed in FY 2005, USDA timely processed 46.1%.

II. Issues and Bases of Complaints Filed

Of the 628 complaints filed at USDA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

USDA's average time for completing an investigation was 246 days. The government-wide average was 237 days in FY 2005.

USDA's average processing time for all complaint closures decreased from 815 days in FY 2004 to 703 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

USDA had a total of 1,395 complaints pending at the end of FY 2005, with 198 pending acknowledgment; 239 pending investigation for an average of 296 days; and 458 pending the issuance of final decisions for an average of 831 days.

V. Costs

USDA agreed to pay \$141,788 for 129 pre-complaint settlements, of which 29 were monetary settlements averaging \$4,889. USDA expended a total of \$1,271,867 for 502 complaint investigations, for an average expenditure of \$2,534.

USDA agreed to pay a total of \$5,081,582 for 223 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$22,787.

Department of Agriculture (USDA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	852		387		1,239	
Settlements	72	8.5%	57	14.7%	129	10.4%
No Complaints Filed	469	55%	28	7.2%	497	40.1%
Complaints Filed*					563	45.4%
Decision to File Complaint Pending at End of Fiscal Year					50	4%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	1,234	1,013	82.1%	375	30.4%
FY 2005 Completed/Ended Counselings	1,239	788	63.6%	372	30%
Percentage Change from FY 2004 to FY 2005	0.4%	-22.2%		-0.8%	
FY 2004 Complaint Workload **	2,590	274	10.6%	96	3.7%
FY 2005 Complaint Workload **	1,970	65	3.3%	30	1.5%
Percentage Change from FY 2004 to FY 2005	-23.9%	-76.3%		-68.8%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	1,239	571	46.1%			
All Investigations	502	239	47.6%	364.2	245.9	-32.5%
All Complaint Closures	575			814.5	703.2	-13.7%
Merit Decisions (no AJ)	95	12	12.6%	1,093.9	736.2	-32.7%
Dismissal Decisions (no AJ)	47			326.7	394.13	20.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	628							
Total Closures	575							
Settlements	214	37.2%						
Withdrawals	61	10.6%						
Total Final Agency Actions	300	52.2%	142	47.3%	158	52.7%	0	0%
Dismissals	123	41%	47	38.2%	76	61.8%	0	0%
Merit Decisions	177	59%	95	53.7%	82	46.3%	0	0%
Finding Discrimination	9	5.1%	1	11.1%	8	88.9%	0	0%
Finding No Discrimination	168	94.9%	94	56%	74	44%	0	0%

Department of the Air Force (USAF)

Permanent Work Force: 147,847

Temporary Work Force: 9,203

Total Work Force: 157,050

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	147,847	68.57%	31.43%	7.38%	76.99%	10.98%	3.51%	1.15%	0.78%
Major Occupations:									
Management and Program Analysis	4,405	47.06%	52.94%	5.33%	80.14%	10.92%	2.16%	1.45%	0.68%
General Engineering	2,298	89.86%	10.14%	5.53%	84.86%	3.35%	5.70%	0.57%	0.70%
Electrical Engineering	244	90.16%	9.84%	5.74%	77.87%	6.56%	9.84%	0.00%	1.23%
GS-14 and GS-15*	7,173	79.60%	20.40%	3.01%	89.40%	4.57%	2.36%	0.66%	0.33%
Senior Pay Level*	262	86.26%	13.74%	1.15%	91.98%	1.91%	3.82%	1.15%	0.00%
First-Level Officials/Managers	9,852	64.62%	35.36%	6.31%	78.69%	11.29%	2.87%	0.81%	0.49%
Mid-Level Officials/Managers	9,376	72.63%	27.37%	3.87%	86.24%	6.63%	2.44%	0.78%	0.41%
Senior-Level Officials/Managers	1,734	79.76%	20.24%	2.65%	92.21%	3.29%	1.38%	0.46%	0.23%
Unclassified Managers	5,561	96.53%	3.47%	6.83%	81.89%	7.28%	2.70%	1.26%	0.31%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 1,471 pre-complaint counselings (without remands) completed in FY 2005, USAF timely processed 81.4%.

II. Issues and Bases of Complaints Filed

Of the 602 complaints filed at USAF, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Evaluation/Appraisal; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

USAF's average time for completing an investigation was 219 days. The government-wide average was 237 days in FY 2005.

USAF's average processing time for all complaint closures decreased from 392 days in FY 2004 to 326 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

USAF had a total of 612 complaints pending at the end of FY 2005, with 56 pending acknowledgment; 160 pending investigation for an average of 142 days; and 229 pending the issuance of final decisions for an average of 463 days.

V. Costs

USAF agreed to pay \$92,421 for 279 pre-complaint settlements, of which 27 were monetary settlements averaging \$3,423. USAF expended a total of \$1,371,040 for 351 complaint investigations, for an average expenditure of \$3,906.

USAF agreed to pay a total of \$1,091,618 for 243 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,492.

Department of the Air Force (USAF)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,000		477		1,477	
Settlements	46	4.6%	233	48.9%	279	18.9%
No Complaints Filed	506	50.6%	82	17.2%	588	39.8%
Complaints Filed*					586	39.7%
Decision to File Complaint Pending at End of Fiscal Year					24	1.6%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	1,652		1,134	68.6%	519	31.4%
FY 2005 Completed/Ended Counselings	1,477		1,051	71.2%	486	32.9%
Percentage Change from FY 2004 to FY 2005	-10.6%		-7.3%		-6.4%	
FY 2004 Complaint Workload **	1,399		349	25%	204	14.6%
FY 2005 Complaint Workload **	1,264		342	27.1%	196	15.5%
Percentage Change from FY 2004 to FY 2005	-9.6%		-2%		-3.9%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	1,471	1,198	81.4%			
All Investigations	351	166	47.3%	246.6	219.3	-11.1%
All Complaint Closures	652			392.1	326.1	-16.8%
Merit Decisions (no AJ)	121	31	25.6%	582.5	482.4	-17.2%
Dismissal Decisions (no AJ)	109			109.1	71.1	-34.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	602							
Total Closures	652							
Settlements	230	35.3%						
Withdrawals	62	9.5%						
Total Final Agency Actions	360	55.2%	230	63.9%	126	35%	4	1.1%
Dismissals	121	33.6%	109	90.1%	9	7.4%	3	2.5%
Merit Decisions	239	66.4%	121	50.6%	117	49%	1	0.4%
Finding Discrimination	13	5.4%	2	15.4%	11	84.6%	0	0%
Finding No Discrimination	226	94.6%	119	52.7%	106	46.9%	1	0.4%

Department of the Army (ARMY)

Permanent Work Force: 215,785 Temporary Work Force: 20,063 Total Work Force: 235,848

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	215,785	63.59%	36.41%	6.79%	72.48%	15.76%	3.95%	1.03%	0.77%
Major Occupations:									
Management and Program Analysis	5,879	35.09%	64.91%	5.12%	74.60%	15.10%	3.93%	1.24%	0.68%
General Engineering	4,472	88.28%	11.72%	5.48%	81.02%	4.34%	8.30%	0.87%	0.47%
Civil Engineering	5,313	85.71%	14.29%	4.67%	82.89%	4.01%	7.81%	0.62%	0.34%
GS-14 and GS-15*	14,513	78.20%	21.80%	3.12%	84.84%	6.80%	4.55%	0.69%	0.32%
Senior Pay Level*	409	83.86%	16.14%	1.47%	91.20%	3.42%	3.42%	0.49%	0.00%
First-Level Officials/Managers	9,208	66.70%	33.26%	6.52%	73.19%	15.35%	3.76%	1.16%	0.51%
Mid-Level Officials/Managers	10,187	75.02%	24.98%	4.02%	83.48%	8.19%	3.32%	0.99%	0.34%
Senior-Level Officials/Managers	3,447	81.06%	18.94%	2.52%	88.31%	5.72%	2.73%	0.73%	0.26%
Unclassified Managers	3,827	95.27%	4.73%	6.40%	79.38%	10.74%	2.12%	1.33%	0.18%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 2,174 pre-complaint counselings (without remands) completed in FY 2005, ARMY timely processed 72.6%.

II. Issues and Bases of Complaints Filed

Of the 1,153 complaints filed at ARMY, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Other. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

ARMY's average time for completing an investigation was 247 days. The government-wide average was 237 days in FY 2005.

ARMY's average processing time for all complaint closures increased from 324 days in FY 2004 to 335 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

ARMY had a total of 1,102 complaints pending at the end of FY 2005, with 18 pending acknowledgment; 574 pending investigation for an average of 132 days; and 226 pending the issuance of final decisions for an average of 541 days.

V. Costs

ARMY agreed to pay \$201,449 for 277 pre-complaint settlements, of which 28 were monetary settlements averaging \$7,195. ARMY expended a total of \$3,394,967 for 687 complaint investigations, for an average expenditure of \$4,942.

ARMY agreed to pay a total of \$3,029,113 for 486 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$6,233.

Department of the Army (ARMY)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,680		494		2,174	
Settlements	79	4.7%	198	40.1%	277	12.7%
No Complaints Filed	611	36.4%	107	21.7%	718	33%
Complaints Filed*					1,108	51%
Decision to File Complaint Pending at End of Fiscal Year					71	3.3%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	2,016		1,047	51.9%	722	35.8%
FY 2005 Completed/Ended Counselings	2,174		1,196	55%	500	23%
Percentage Change from FY 2004 to FY 2005	7.8%		14.2%		-30.7%	
FY 2004 Complaint Workload **	2,158		256	11.9%	189	8.8%
FY 2005 Complaint Workload **	2,430		287	11.8%	203	8.4%
Percentage Change from FY 2004 to FY 2005	12.6%		12.1%		7.4%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	2,174	1,579	72.6%			
All Investigations	687	196	28.5%	112.4	247.4	120%
All Complaint Closures	1,328			324.3	334.7	3.2%
Merit Decisions (no AJ)	168	13	7.7%	631.8	669.5	6%
Dismissal Decisions (no AJ)	328			155.5	121.59	-21.8%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,153							
Total Closures	1,328							
Settlements	476	35.8%						
Withdrawals	163	12.3%						
Total Final Agency Actions	689	51.9%	496	72%	193	28%	0	0%
Dismissals	332	48.2%	328	98.8%	4	1.2%	0	0%
Merit Decisions	357	51.8%	168	47.1%	189	52.9%	0	0%
Finding Discrimination	10	2.8%	1	10%	9	90%	0	0%
Finding No Discrimination	347	97.2%	167	48.1%	180	51.9%	0	0%

Army & Air Force Exchange Service (AAFES)

Permanent Work Force: 35,289

Temporary Work Force: 0

Total Work Force: 35,289

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	35,289	35.93%	64.07%	12.88%	44.05%	28.81%	13.45%	0.82%	1.69%
Major Occupations:									
Retail Operations	2,787	30.57%	69.43%	10.94%	54.00%	23.07%	10.84%	0.86%	0.65%
Retail Specialist	244	38.11%	61.89%	9.43%	65.98%	18.03%	5.32%	1.23%	0.82%
Hospitality & Restaurant	931	42.11%	57.89%	9.34%	45.65%	32.01%	12.24%	0.75%	0.54%
GS-14 and GS-15*	545	66.61%	33.39%	6.97%	77.61%	8.62%	5.14%	1.65%	0.55%
Senior Pay Level*	13	69.23%	30.77%	0.00%	84.62%	0.00%	7.69%	7.69%	0.00%
First-Level Officials/Managers	3,012	36.69%	63.31%	9.66%	57.64%	22.88%	9.03%	0.80%	0.93%
Mid-Level Officials/Managers	430	65.35%	34.65%	6.74%	77.44%	8.14%	5.81%	1.86%	0.47%
Senior-Level Officials/Managers	90	75.56%	24.44%	3.33%	83.33%	7.78%	4.44%	1.11%	1.11%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 588 pre-complaint counselings (without remands) completed in FY 2005, AAFES timely processed 71.6%.

II. Issues and Bases of Complaints Filed

Of the 138 complaints filed at AAFES, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Assignment of Duties; and (3) Disciplinary Action - Removal. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

AAFES' average time for completing an investigation was 275 days. The government-wide average was 237 days in FY 2005.

AAFES' average processing time for all complaint closures decreased from 519 days in FY 2004 to 386 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

AAFES had a total of 109 complaints pending at the end of FY 2005, with 1 pending acknowledgment; 76 pending investigation for an average of 178 days; and 5 pending the issuance of final decisions for an average of 122 days.

V. Costs

AAFES agreed to pay \$2,146 for 69 pre-complaint settlements, of which 4 were monetary settlements averaging \$536. AAFES expended a total of \$304,205 for 59 complaint investigations, for an average expenditure of \$5,156.

AAFES agreed to pay a total of \$273,057 for 61 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,476.

Army & Air Force Exchange Service (AAFES)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	510		78		588	
Settlements	37	7.3%	32	41%	69	11.7%
No Complaints Filed	377	73.9%	12	15.4%	389	66.2%
Complaints Filed*					130	22.1%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	309	309	100%	54	17.5%
FY 2005 Completed/Ended Counselings	588	498	84.7%	83	14.1%
Percentage Change from FY 2004 to FY 2005	90.3%	61.2%		53.7%	
FY 2004 Complaint Workload **	306	68	22.2%	55	18%
FY 2005 Complaint Workload **	271	112	41.3%	52	19.2%
Percentage Change from FY 2004 to FY 2005	-11.4	64.7%		-5.5%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	588	421	71.6%			
All Investigations	59	16	27.1%	294	275	-6.5%
All Complaint Closures	162			519	386	-25.6%
Merit Decisions (no AJ)	25	9	36%	766	595	-22.3%
Dismissal Decisions (no AJ)	26			152	140	-7.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	138							
Total Closures	162							
Settlements	61	37.7%						
Withdrawals	30	18.5%						
Total Final Agency Actions	71	43.8%	51	71.8%	19	26.8%	1	1.4%
Dismissals	28	39.4%	26	92.9%	2	7.1%	0	0%
Merit Decisions	43	60.6%	25	58.1%	17	39.5%	1	2.3%
Finding Discrimination	1	2.3%	0	0%	0	0%	1	100%
Finding No Discrimination	42	97.7%	25	59.5%	17	40.5%	0	0%

Broadcasting Board of Governors (BBG)

Permanent Work Force: 1,650

Temporary Work Force: 115

Total Work Force: 1,765

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,650	63.45%	36.55%	8.91%	56.30%	20.91%	13.64%	0.24%	0.97%
Major Occupations:									
General Arts and Information	859	65.54%	34.46%	11.64%	51.69%	11.41%	25.15%	0.12%	0.58%
GS-14 and GS-15*	298	76.51%	23.49%	6.71%	78.52%	9.06%	5.37%	0.34%	1.01%
Senior Pay Level*	20	75.00%	25.00%	5.00%	90.00%	0.00%	5.00%	0.00%	5.00%
First-Level Officials/Managers	28	75.00%	25.00%	3.57%	67.86%	14.29%	14.29%	0.00%	0.00%
Mid-Level Officials/Managers	330	66.97%	33.03%	10.00%	66.06%	12.42%	11.21%	0.30%	1.52%
Senior-Level Officials/Managers	113	79.65%	20.35%	5.31%	88.50%	2.65%	3.54%	0.00%	0.88%
Unclassified Managers	10	90.00%	10.00%	0.00%	70.00%	30.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 178 pre-complaint counselings (without remands) completed in FY 2005, BBG timely processed 99.4%.

II. Issues and Bases of Complaints Filed

Of the 31 complaints filed at BBG, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Terms/Conditions of Employment; and (3) Termination. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Sex - Female; and (3) Age.

III. Complaint Processing Times

BBG's average time for completing an investigation was 136 days. The government-wide average was 237 days in FY 2005.

BBG's average processing time for all complaint closures decreased from 470 days in FY 2004 to 407 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

BBG had a total of 18 complaints pending at the end of FY 2005, with 1 pending acknowledgment; 10 pending investigation for an average of 116 days; and 4 pending the issuance of final decisions for an average of 287 days.

V. Costs

BBG made no payments in FY 2005 for pre-complaint settlements with benefits. BBG expended a total of \$45,566 for 18 complaint investigations, for an average expenditure of \$2,531.

BBG agreed to pay a total of \$70,716 for 6 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$11,786.

Broadcasting Board of Governors (BBG)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	174		4		178	
Settlements	1	0.6%	0	0%	1	0.6%
No Complaints Filed	142	81.6%	4	100%	146	82%
Complaints Filed*					31	17.4%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	149	157	100%	4	2.7%
FY 2005 Completed/Ended Counselings	178	178	100%	4	2.3%
Percentage Change from FY 2004 to FY 2005	19.5%	13.4%		0%	
FY 2004 Complaint Workload **	49	24	49.0%	1	2.0%
FY 2005 Complaint Workload **	67	31	46.3%	2	3.0%
Percentage Change from FY 2004 to FY 2005	36.7%	29.2%		100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	178	177	99.4%			
All Investigations	18	13	72.2%	115.5	135.6	17.4%
All Complaint Closures	49			470.4	406.8	-13.5%
Merit Decisions (no AJ)	4	4	100%	195	239	22.6%
Dismissal Decisions (no AJ)	10			28.3	45.9	62%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	31							
Total Closures	49							
Settlements	6	12.2%						
Withdrawals	11	22.5%						
Total Final Agency Actions	32	65.3%	14	43.8%	18	56.3%	0	0%
Dismissals	15	46.9%	10	66.7%	5	33.3%	0	0%
Merit Decisions	17	53.1%	4	23.5%	13	76.5%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	17	100%	4	23.5%	13	76.5%	0	0%

Department of Commerce (COMMERCE)

Permanent Work Force: 36,505

Temporary Work Force: 3,588

Total Work Force: 40,093

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	36,505	53.67%	46.33%	3.65%	70.69%	16.69%	8.40%	0.58%	0.87%
Major Occupations:									
Meteorology	2,581	88.96%	11.04%	2.21%	93.26%	2.17%	2.09%	0.27%	0.35%
Statistics	1,377	47.20%	52.80%	5.66%	67.54%	22.00%	4.36%	0.44%	0.44%
GS-14 and GS-15*	8,842	70.66%	29.34%	2.73%	75.94%	8.90%	12.09%	0.34%	0.37%
Senior Pay Level*	527	75.52%	24.48%	1.90%	85.58%	7.21%	5.12%	0.19%	0.57%
First-Level Officials/Managers	611	45.50%	54.50%	4.58%	62.68%	29.30%	3.11%	0.33%	0.65%
Mid-Level Officials/Managers	1,457	66.99%	33.01%	4.12%	80.78%	11.26%	3.36%	0.48%	0.34%
Senior-Level Officials/Managers	1,968	75.41%	24.59%	2.13%	83.18%	7.27%	7.06%	0.36%	0.36%
Unclassified Managers	47	89.36%	10.64%	8.51%	68.09%	23.40%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 329 pre-complaint counselings (without remands) completed in FY 2005, COMMERCE timely processed 64.4%.

II. Issues and Bases of Complaints Filed

Of the 186 complaints filed at COMMERCE, the top 3 issues of alleged discrimination were:

(1) Harassment - Non-Sexual; (2) Terms/Conditions of Employment; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

COMMERCE's average time for completing an investigation was 435 days. The government-wide average was 237 days in FY 2005.

COMMERCE's average processing time for all complaint closures increased from 588 days in FY 2004 to 605 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

COMMERCE had a total of 322 complaints pending at the end of FY 2005, with 2 pending acknowledgment; 109 pending investigation for an average of 128 days; and 81 pending the issuance of final decisions for an average of 602 days.

V. Costs

COMMERCE agreed to pay \$99,000 for 18 pre-complaint settlements, of which 5 were monetary settlements averaging \$19,800. COMMERCE expended a total of \$922,599 for 210 complaint investigations, for an average expenditure of \$4,393.

COMMERCE agreed to pay a total of \$814,293 for 57 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$14,286.

Department of Commerce (COMMERCE)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	293		36		329	
Settlements	7	2.4%	11	30.6%	18	5.5%
No Complaints Filed	37	12.6%	9	25%	46	14%
Complaints Filed*					179	54.4%
Decision to File Complaint Pending at End of Fiscal Year					86	26.1%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	280	192	68.6%	54	19.3%
FY 2005 Completed/Ended Counselings	329	233	70.8%	40	12.2%
Percentage Change from FY 2004 to FY 2005	17.5%	21.4%		-25.9%	
FY 2004 Complaint Workload **	635	54	8.5%	13	2.1%
FY 2005 Complaint Workload **	549	72	13.1%	12	2.2%
Percentage Change from FY 2004 to FY 2005	-13.5%	33.3%		-7.7%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	329	212	64.4%			
All Investigations	210	52	24.8%	539.1	434.5	-19.4%
All Complaint Closures	225			587.5	605	3%
Merit Decisions (no AJ)	65	35	53.9%	999.1	962.3	-3.7%
Dismissal Decisions (no AJ)	41			179	126.83	-29.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	186							
Total Closures	225							
Settlements	57	25.3%						
Withdrawals	15	6.7%						
Total Final Agency Actions	153	68%	106	69.3%	47	30.7%	0	0%
Dismissals	41	26.8%	41	100%	0	0%	0	0%
Merit Decisions	112	73.2%	65	58%	47	42%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	112	100%	65	58%	47	42%	0	0%

Commodity Futures Trading Commission (CFTC)

Permanent Work Force: 488

Temporary Work Force: 23

Total Work Force: 511

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	488	51.43%	48.57%	2.05%	65.78%	27.46%	4.71%	0.00%	0.20%
Major Occupations:									
General Attorney	169	59.76%	40.24%	1.78%	86.39%	5.92%	5.92%	0.00%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	35	77.14%	22.86%	0.00%	97.14%	2.86%	0.00%	0.00%	2.86%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	33	78.79%	21.21%	0.00%	96.97%	3.03%	0.00%	0.00%	0.00%
Unclassified Managers	62	66.13%	33.87%	0.00%	74.19%	22.58%	3.23%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 93 pre-complaint counselings (without remands) completed in FY 2005, CFTC timely processed 97.9%.

II. Issues and Bases of Complaints Filed

Of the one complaint filed at CFTC, the top issue of alleged discrimination was Appointment/Hire. The top 2 bases of alleged discrimination were: (1) Age; and (2) Disability – Physical.

III. Complaint Processing Times

CFTC's average time for completing an investigation was 132 days. The government-wide average was 237 days in FY 2005.

CFTC's average processing time for all complaint closures increased from 387 days in FY 2004 to 494 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

CFTC had one complaint pending at the end of FY 2005, with none pending acknowledgment; 1 pending investigation for 71 days; and none pending the issuance of final decisions.

V. Costs

CFTC made no payments in FY 2005 for pre-complaint settlements with benefits. CFTC expended a total of \$440 for 1 complaint investigation, for an average expenditure of \$440.

CFTC agreed to pay a total of \$47,580 for 1 complaint closure through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$47,580.

Commodity Futures Trading Commission (CFTC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	93		0		93	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	92	98.9%	0	--	92	98.9%
Complaints Filed*					1	1.1%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	100	3	3%	3	3%
FY 2005 Completed/Ended Counselings	93	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-7%	-100%		-100%	
FY 2004 Complaint Workload **	10	0	0%	0	0%
FY 2005 Complaint Workload **	3	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-70%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	93	91	97.9%			
All Investigations	1	1	100%	191	132	-30.9%
All Complaint Closures	2			386.6	494	27.8%
Merit Decisions (no AJ)	0	0	0%	366.7	0	-100%
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1							
Total Closures	2							
Settlements	1	50%						
Withdrawals	0	0%						
Total Final Agency Actions	1	50%	0	0%	1	100%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	1	100%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

Corporation for National and Community Service (CNCS)

Permanent Work Force: 468

Temporary Work Force: 119

Total Work Force: 587

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	468	38.68%	61.32%	4.49%	59.62%	31.62%	4.06%	0.21%	1.28%
Major Occupations:									
Miscellaneous Administration and Program	387	38.76%	61.24%	3.88%	67.96%	24.55%	3.36%	0.26%	1.03%
GS-14 and GS-15*	8	87.50%	12.50%	0.00%	75.00%	25.00%	0.00%	0.00%	12.50%
Senior Pay Level*	20	40.00%	60.00%	5.00%	90.00%	5.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	18	77.78%	22.22%	5.56%	66.67%	27.78%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	22	45.45%	54.55%	4.55%	86.36%	9.09%	0.00%	0.00%	0.00%
Unclassified Managers	98	54.08%	45.92%	6.12%	67.35%	20.41%	5.10%	1.02%	1.02%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 9 pre-complaint counselings (without remands) completed in FY 2005, CNCS timely processed 88.9%.

II. Issues and Bases of Complaints Filed

Of the 3 complaints filed at CNCS, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Terms/Conditions of Employment; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

CNCS' average time for completing an investigation was 237 days. The government-wide average was 237 days in FY 2005.

CNCS' average processing time for all complaint closures increased from 25 days in FY 2004 to 100 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

CNCS had a total of 4 complaints pending at the end of FY 2005, with none pending acknowledgment; 1 pending investigation for 165 days; and 1 pending the issuance of final decisions for 178 days.

V. Costs

CNCS made no payments in FY 2005 for pre-complaint settlements with benefits. CNCS expended a total of \$10,265 for 3 complaint investigations, for an average expenditure of \$3,422.

CNCS agreed to pay a total of \$222,060 for 1 complaint closure through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$222,060.

Corporation for National and Community Service (CNCS)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	6		3		9	
Settlements	0	0%	1	33.3%	1	11.1%
No Complaints Filed	5	83.3%	0	0%	5	55.6%
Complaints Filed*					3	33.3%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	14	2	14.3%	2	14.3%
FY 2005 Completed/Ended Counselings	9	8	88.9%	3	33.3%
Percentage Change from FY 2004 to FY 2005	-35.7	300%		50%	
FY 2004 Complaint Workload **	19	0	0%	0	0%
FY 2005 Complaint Workload **	5	1	20%	1	20%
Percentage Change from FY 2004 to FY 2005	-73.7%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	9	8	88.9%			
All Investigations	3	3	100%	149.6	237.3	58.7%
All Complaint Closures	1			24.9	100	301.9%
Merit Decisions (no AJ)	0	0	0%	20	0	-100%
Dismissal Decisions (no AJ)	0			69	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	1							
Settlements	1	100%						
Withdrawals	0	0%						
Total Final Agency Actions	0	0%	0	--	0	--	0	--
Dismissals	0	--	0	--	0	--	0	--
Merit Decisions	0	--	0	--	0	--	0	--
Finding Discrimination	0	--	0	--	0	--	0	--
Finding No Discrimination	0	--	0	--	0	--	0	--

Court Services and Offender Supervision Agency (CSOSA)

Permanent Work Force: 1,011

Temporary Work Force: 71

Total Work Force: 1,082

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,011	36.89%	63.11%	3.76%	13.65%	80.91%	1.58%	0.10%	0.20%
Major Occupations:									
Social Science	645	37.52%	62.48%	4.65%	12.87%	81.24%	1.24%	0.00%	0.16%
GS-14 and GS-15*	91	54.95%	45.05%	1.10%	41.76%	52.75%	4.40%	0.00%	0.00%
Senior Pay Level*	12	50.00%	50.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%
First-Level Officials/Managers	9	33.33%	66.67%	0.00%	11.11%	88.89%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	94	43.62%	56.38%	2.13%	22.34%	75.53%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	33	63.64%	36.36%	3.03%	36.36%	57.58%	3.03%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 6 pre-complaint counselings (without remands) completed in FY 2005, CSOSA timely processed 50%.

II. Issues and Bases of Complaints Filed

Of the 4 complaints filed at CSOSA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Termination. The top 3 bases of alleged discrimination were: (1) Age; (2) Disability - Physical; and (3) National Origin - Other.

III. Complaint Processing Times

CSOSA's average time for completing an investigation was 241 days. The government-wide average was 237 days in FY 2005.

CSOSA's average processing time for all complaint closures decreased from 570 days in FY 2004 to 392 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

CSOSA had a total of 7 complaints pending at the end of FY 2005, with 3 pending acknowledgment; none pending investigation; and 1 pending the issuance of final decisions for 541 days.

V. Costs

CSOSA agreed to pay \$1,000 for 2 pre-complaint settlements, of which 1 was a monetary settlement for \$1,000. CSOSA expended a total of \$6,225 for 2 complaint investigations, for an average expenditure of \$3,113.

CSOSA agreed to pay a total of \$4,482 for 1 complaint closure through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,482.

Court Services and Offender Supervision Agency (CSOSA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	2		4		6	
Settlements	0	0%	2	50%	2	33.3%
No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					4	66.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	10	10	100%	5	50%
FY 2005 Completed/Ended Counselings	6	6	100%	5	83.3%
Percentage Change from FY 2004 to FY 2005	-40%	-40%		0%	
FY 2004 Complaint Workload **	21	6	28.6%	1	4.8%
FY 2005 Complaint Workload **	11	1	9.1%	1	9.1%
Percentage Change from FY 2004 to FY 2005	-47.6%	-83.3%		0%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	6	3	50%			
All Investigations	2	2	100%	417.6	241	-42.3%
All Complaint Closures	4			570	391.8	-31.3%
Merit Decisions (no AJ)	2	0	0%	488.7	737	50.8%
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	4							
Settlements	1	25%						
Withdrawals	1	25%						
Total Final Agency Actions	2	50%	2	100%	0	0%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	2	100%	2	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	2	100%	2	100%	0	0%	0	0%

Defense Commissary Agency (DCA)

Permanent Work Force: 11,862

Temporary Work Force: 3,457

Total Work Force: 15,319

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	11,862	40.73%	59.27%	8.98%	46.32%	27.03%	16.86%	0.82%	1.13%
Major Occupations:									
Commissary Management	1,521	57.46%	42.54%	7.69%	63.38%	18.41%	9.73%	0.79%	0.39%
GS-14 and GS-15*	130	70.77%	29.23%	3.08%	82.31%	10.00%	2.31%	2.31%	0.77%
Senior Pay Level*	5	80.00%	20.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1,192	49.75%	50.25%	7.13%	59.40%	20.39%	11.41%	1.09%	0.67%
Mid-Level Officials/Managers	246	68.29%	31.71%	7.32%	72.76%	14.23%	3.66%	1.63%	0.41%
Senior-Level Officials/Managers	30	76.67%	23.33%	0.00%	93.33%	6.67%	0.00%	0.00%	0.00%
Unclassified Managers	129	87.60%	12.40%	6.98%	68.99%	17.05%	6.20%	0.78%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 234 pre-complaint counselings (without remands) completed in FY 2005, DCA timely processed 81.6%.

II. Issues and Bases of Complaints Filed

Of the 136 complaints filed at DCA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Termination. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Sex - Female.

III. Complaint Processing Times

DCA's average time for completing an investigation was 201 days. The government-wide average was 237 days in FY 2005.

DCA's average processing time for all complaint closures increased from 186 days in FY 2004 to 243 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DCA had a total of 130 complaints pending at the end of FY 2005, with 10 pending acknowledgment; 58 pending investigation for an average of 213 days; and 7 pending the issuance of final decisions for an average of 299 days.

V. Costs

DCA made no payments in FY 2005 for pre-complaint settlements with benefits. DCA expended a total of \$671,288 for 105 complaint investigations, for an average expenditure of \$6,393.

DCA agreed to pay a total of \$150,714 for 37 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,073.

Defense Commissary Agency (DCA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	172		62		234	
Settlements	4	2.3%	26	41.9%	30	12.8%
No Complaints Filed	34	19.8%	13	21%	47	20.1%
Complaints Filed*					150	64.1%
Decision to File Complaint Pending at End of Fiscal Year					7	3%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	222	140	63.1%	62	28%
FY 2005 Completed/Ended Counselings	234	140	59.8%	62	26.5%
Percentage Change from FY 2004 to FY 2005	5.4%	0%		0%	
FY 2004 Complaint Workload **	353	148	41.9%	84	23.8%
FY 2005 Complaint Workload **	306	100	32.7%	29	9.5%
Percentage Change from FY 2004 to FY 2005	-13.3%	-32.4%		-65.5%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	234	191	81.6%			
All Investigations	105	56	53.3%	193	201.2	4.2%
All Complaint Closures	176			186.1	243.3	30.7%
Merit Decisions (no AJ)	40	40	100%	305.4	362.8	18.8%
Dismissal Decisions (no AJ)	29			178.1	173.72	-2.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	136							
Total Closures	176							
Settlements	33	18.8%						
Withdrawals	33	18.8%						
Total Final Agency Actions	110	62.5%	69	62.7%	40	36.4%	1	0.9%
Dismissals	32	29.1%	29	90.6%	3	9.4%	0	0%
Merit Decisions	78	70.9%	40	51.3%	37	47.4%	1	1.3%
Finding Discrimination	5	6.4%	0	0%	4	80%	1	20%
Finding No Discrimination	73	93.6%	40	54.8%	33	45.2%	0	0%

Defense Contract Audit Agency (DCAA)

Permanent Work Force: 4,059

Temporary Work Force: 53

Total Work Force: 4,112

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	4,059	49.62%	50.38%	5.49%	75.14%	11.11%	7.96%	0.30%	1.13%
Major Occupations:									
Auditing	3,520	54.38%	45.63%	5.43%	76.05%	9.77%	8.47%	0.28%	0.88%
GS-14 and GS-15*	211	67.77%	32.23%	3.32%	86.26%	4.74%	5.69%	0.00%	1.42%
Senior Pay Level*	15	73.33%	26.67%	6.67%	86.67%	6.67%	0.00%	0.00%	0.00%
First-Level Officials/Managers	65	6.15%	93.85%	4.62%	70.77%	20.00%	4.62%	0.00%	1.54%
Mid-Level Officials/Managers	589	67.40%	32.60%	2.72%	85.91%	5.60%	5.43%	0.34%	0.68%
Senior-Level Officials/Managers	56	73.21%	26.79%	3.57%	89.29%	3.57%	3.57%	0.00%	1.79%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 41 pre-complaint counselings (without remands) completed in FY 2005, DCAA timely processed 87.8%.

II. Issues and Bases of Complaints Filed

Of the 25 complaints filed at DCAA, the top 3 issues of alleged discrimination were: (1) Disciplinary Action - Suspension; (2) Harassment - Non-Sexual; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

DCAA's average time for completing an investigation was 268 days. The government-wide average was 237 days in FY 2005.

DCAA's average processing time for all complaint closures increased from 603 days in FY 2004 to 625 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DCAA had a total of 41 complaints pending at the end of FY 2005, with none pending acknowledgment; 20 pending investigation for an average of 121 days; and none pending the issuance of final decisions.

V. Costs

DCAA made no payments in FY 2005 for pre-complaint settlements with benefits. DCAA expended a total of \$70,110 for 18 complaint investigations, for an average expenditure of \$3,895.

DCAA agreed to pay a total of \$11,510 for 10 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,151.

Defense Contract Audit Agency (DCAA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	37		4		41	
Settlements	2	5.4%	2	50%	4	9.8%
No Complaints Filed	12	32.4%	0	0%	12	29.3%
Complaints Filed*					23	56.1%
Decision to File Complaint Pending at End of Fiscal Year					2	4.9%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	62	12	19.4%	11	17.7%
FY 2005 Completed/Ended Counselings	41	7	17.1%	6	14.6%
Percentage Change from FY 2004 to FY 2005	-33.9%	-41.7%		-45.5%	
FY 2004 Complaint Workload **	77	9	11.7%	8	10.4%
FY 2005 Complaint Workload **	63	6	9.5%	4	6.4%
Percentage Change from FY 2004 to FY 2005	-18.2%	-33.3%		-50%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	41	36	87.8%			
All Investigations	18	7	38.9%	265.3	268.4	1.2%
All Complaint Closures	22			602.6	624.5	3.6%
Merit Decisions (no AJ)	5	5	100%	361.6	627	73.4%
Dismissal Decisions (no AJ)	1			98.5	44	-55.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	25							
Total Closures	22							
Settlements	10	45.5%						
Withdrawals	2	9.1%						
Total Final Agency Actions	10	45.5%	6	60%	4	40%	0	0%
Dismissals	2	20%	1	50%	1	50%	0	0%
Merit Decisions	8	80%	5	62.5%	3	37.5%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	8	100%	5	62.5%	3	37.5%	0	0%

Defense Contract Management Agency (DCMA)

Permanent Work Force: 10,496

Temporary Work Force: 39

Total Work Force: 10,535

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	10,496	62.04%	37.96%	5.47%	76.47%	12.78%	4.23%	0.78%	1.39%
Major Occupations:									
General Business and Industry	1,139	74.28%	25.72%	4.21%	82.53%	9.04%	3.34%	0.88%	0.61%
Contracting	2,041	46.69%	53.31%	5.10%	77.22%	13.28%	3.77%	0.64%	1.67%
Quality Assurance	2,766	85.65%	14.35%	7.01%	79.46%	10.20%	2.39%	0.94%	0.47%
GS-14 and GS-15*	513	66.47%	33.53%	4.09%	83.04%	10.14%	1.95%	0.78%	0.39%
Senior Pay Level*	8	62.50%	37.50%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%
First-Level Officials/Managers	14	35.71%	64.29%	0.00%	78.57%	21.43%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	738	74.39%	25.61%	2.98%	86.18%	7.72%	2.71%	0.41%	0.27%
Senior-Level Officials/Managers	103	68.93%	31.07%	1.94%	78.64%	13.59%	3.88%	1.94%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 68 pre-complaint counselings (without remands) completed in FY 2005, DCMA timely processed 85.3%.

II. Issues and Bases of Complaints Filed

Of the 38 complaints filed at DCMA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Age; (2) Disability - Physical; and (3) Reprisal.

III. Complaint Processing Times

DCMA's average time for completing an investigation was 311 days. The government-wide average was 237 days in FY 2005.

DCMA's average processing time for all complaint closures decreased from 973 days in FY 2004 to 490 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DCMA had a total of 71 complaints pending at the end of FY 2005, with none pending acknowledgment; 27 pending investigation for an average of 367 days; and 11 pending the issuance of final decisions for an average of 878 days.

V. Costs

DCMA agreed to pay \$3,300 for 7 pre-complaint settlements, of which 1 was a monetary settlement for \$3,300. DCMA expended a total of \$108,021 for 28 complaint investigations, for an average expenditure of \$3,858.

DCMA agreed to pay a total of \$21,980 for 16 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,374.

Defense Contract Management Agency (DCMA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	47		21		68	
Settlements	0	0%	7	33.3%	7	10.3%
No Complaints Filed	20	42.6%	2	9.5%	22	32.4%
Complaints Filed*					36	52.9%
Decision to File Complaint Pending at End of Fiscal Year					3	4.4%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	77	61	79.2%	22	28.6%
FY 2005 Completed/Ended Counselings	68	70	100%	20	29.4%
Percentage Change from FY 2004 to FY 2005	-11.7%	14.8%		-9.1%	
FY 2004 Complaint Workload **	177	18	10.2%	9	5.1%
FY 2005 Complaint Workload **	117	13	11.1%	13	11.1%
Percentage Change from FY 2004 to FY 2005	-33.9%	-27.8%		44.4%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	68	58	85.3%			
All Investigations	28	10	35.7%	330.3	310.9	-5.9%
All Complaint Closures	46			973.4	489.7	-49.7%
Merit Decisions (no AJ)	4	1	25%	1,481.7	811	-45.3%
Dismissal Decisions (no AJ)	8			57.7	33.13	-42.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	38							
Total Closures	46							
Settlements	16	34.8%						
Withdrawals	5	10.9%						
Total Final Agency Actions	25	54.3%	12	48%	13	52%	0	0%
Dismissals	10	40%	8	80%	2	20%	0	0%
Merit Decisions	15	60%	4	26.7%	11	73.3%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	15	100%	4	26.7%	11	73.3%	0	0%

Department of Defense Education Activity (DoDEA)

Permanent Work Force: 10,205

Temporary Work Force: 6,234

Total Work Force: 16,439

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	10,205	28.63%	71.37%	7.01%	78.92%	11.10%	2.66%	0.31%	0.32%
Major Occupations:									
Human Resources Management	139	20.86%	79.14%	7.19%	49.64%	38.13%	3.60%	1.44%	0.00%
General Education And Training	9,061	22.58%	77.42%	3.45%	85.41%	7.63%	3.08%	0.43%	0.20%
Education and Vocational Training	2,688	14.81%	85.19%	15.59%	71.50%	11.31%	1.26%	0.33%	0.33%
GS-14 and GS-15*	120	45.00%	55.00%	1.67%	87.50%	10.83%	0.00%	0.00%	0.00%
Senior Pay Level*	22	50.00%	50.00%	9.09%	86.36%	0.00%	0.00%	4.55%	0.00%
First-Level Officials/Managers	37	51.35%	48.65%	10.81%	72.97%	13.51%	2.70%	0.00%	0.00%
Mid-Level Officials/Managers	68	44.12%	55.88%	2.94%	77.94%	14.71%	4.41%	0.00%	0.00%
Senior-Level Officials/Managers	41	53.66%	46.34%	7.32%	80.49%	9.76%	0.00%	2.44%	0.00%
Unclassified Managers	314	40.45%	59.55%	5.10%	82.80%	10.83%	0.96%	0.32%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 66 pre-complaint counselings (without remands) completed in FY 2005, DoDEA timely processed 25.8%.

II. Issues and Bases of Complaints Filed

Of the 27 complaints filed at DoDEA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Termination; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

DoDEA's average time for completing an investigation was 220 days. The government-wide average was 237 days in FY 2005.

DoDEA's average processing time for all complaint closures increased from 156 days in FY 2004 to 483 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DoDEA had a total of 39 complaints pending at the end of FY 2005, with 7 pending acknowledgment; 12 pending investigation for an average of 147 days; and 6 pending the issuance of final decisions for an average of 315 days.

V. Costs

DoDEA agreed to pay \$24,000 for 6 pre-complaint settlements, of which 2 were monetary settlements averaging \$12,000. DoDEA expended a total of \$81,795 for 22 complaint investigations, for an average expenditure of \$3,718.

DoDEA agreed to pay a total of \$27,500 for 7 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,929.

Department of Defense Education Activity (DoDEA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	56		10		66	
Settlements	6	10.7%	0	0%	6	9.1%
No Complaints Filed	32	57.1%	0	0%	32	48.5%
Complaints Filed*					26	39.4%
Decision to File Complaint Pending at End of Fiscal Year					2	3%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	112	90	80.4%	52	46.4%
FY 2005 Completed/Ended Counselings	66	12	18.2%	10	15.2%
Percentage Change from FY 2004 to FY 2005	-41.1%	-86.7%		-80.8%	
FY 2004 Complaint Workload **	143	10	7%	0	0%
FY 2005 Complaint Workload **	70	5	7.1%	2	2.9%
Percentage Change from FY 2004 to FY 2005	-51%	-50%		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	66	17	25.8%			
All Investigations	22	7	31.8%	297.6	220.1	-26.1%
All Complaint Closures	31			155.5	482.5	210.2%
Merit Decisions (no AJ)	5	3	60%	151.9	386.6	154.5%
Dismissal Decisions (no AJ)	5			134.9	61.6	-54.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	27							
Total Closures	31							
Settlements	7	22.6%						
Withdrawals	1	3.2%						
Total Final Agency Actions	23	74.2%	10	43.5%	13	56.5%	0	0%
Dismissals	5	21.7%	5	100%	0	0%	0	0%
Merit Decisions	18	78.3%	5	27.8%	13	72.2%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	18	100%	5	27.8%	13	72.2%	0	0%

Defense Finance & Accounting Service (DFAS)

Permanent Work Force: 12,817

Temporary Work Force: 571

Total Work Force: 13,388

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	12,817	38.07%	61.93%	4.75%	67.34%	22.63%	4.44%	0.84%	2.09%
Major Occupations:									
Financial Administration and Program	1,820	40.82%	59.18%	4.12%	72.25%	19.89%	2.91%	0.82%	0.93%
Accounting	2,555	42.47%	57.53%	4.85%	71.43%	17.38%	5.48%	0.86%	1.53%
Information Technology Management	1,170	58.46%	41.54%	2.05%	84.53%	10.43%	2.65%	0.34%	2.22%
GS-14 and GS-15*	527	59.58%	40.42%	2.09%	81.21%	14.04%	2.47%	0.19%	1.71%
Senior Pay Level*	24	66.67%	33.33%	0.00%	83.33%	8.33%	8.33%	0.00%	0.00%
First-Level Officials/Managers	703	33.57%	66.43%	4.55%	62.73%	25.32%	5.26%	1.56%	0.85%
Mid-Level Officials/Managers	722	59.42%	40.58%	3.05%	80.06%	14.27%	2.35%	0.14%	0.97%
Senior-Level Officials/Managers	150	65.33%	34.67%	0.67%	86.00%	10.00%	2.67%	0.67%	2.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 173 pre-complaint counselings (without remands) completed in FY 2005, DFAS timely processed 96%.

II. Issues and Bases of Complaints Filed

Of the 84 complaints filed at DFAS, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Evaluation/Appraisal. The top 3 bases of alleged discrimination were: (1) Race - Black; (2) Reprisal; and (3) Sex - Female.

III. Complaint Processing Times

DFAS' average time for completing an investigation was 160 days. The government-wide average was 237 days in FY 2005.

DFAS' average processing time for all complaint closures decreased from 397 days in FY 2004 to 372 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DFAS had a total of 91 complaints pending at the end of FY 2005, with none pending acknowledgment; 27 pending investigation for an average of 86 days; and 14 pending the issuance of final decisions for an average of 273 days.

V. Costs

DFAS agreed to pay \$200 for 21 pre-complaint settlements, of which 1 was a monetary settlement for \$200. DFAS expended a total of \$207,250 for 50 complaint investigations, for an average expenditure of \$4,145.

DFAS agreed to pay a total of \$397,783 for 32 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$12,431.

Defense Finance & Accounting Service (DFAS)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	148		27		175	
Settlements	3	2%	18	66.7%	21	12%
No Complaints Filed	62	41.9%	2	7.4%	64	36.6%
Complaints Filed*					83	47.4%
Decision to File Complaint Pending at End of Fiscal Year					7	4%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	184	202	100%	21	11.4%
FY 2005 Completed/Ended Counselings	175	105	60%	33	18.9%
Percentage Change from FY 2004 to FY 2005	-4.9%	-48%		57.1%	
FY 2004 Complaint Workload **	289	17	5.9%	13	4.5%
FY 2005 Complaint Workload **	206	46	22.3%	19	9.2%
Percentage Change from FY 2004 to FY 2005	-28.7%	170.6%		46.2%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	173	166	96%			
All Investigations	50	43	86%	256	160.1	-37.4%
All Complaint Closures	110			396.5	372.4	-6.1%
Merit Decisions (no AJ)	15	6	40%	469.7	196.4	-58.2%
Dismissal Decisions (no AJ)	25			34	22.68	-33.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	84							
Total Closures	110							
Settlements	30	27.3%						
Withdrawals	4	3.6%						
Total Final Agency Actions	76	69.1%	40	52.6%	36	47.4%	0	0%
Dismissals	25	32.9%	25	100%	0	0%	0	0%
Merit Decisions	51	67.1%	15	29.4%	36	70.6%	0	0%
Finding Discrimination	2	3.9%	1	50%	1	50%	0	0%
Finding No Discrimination	49	96.1%	14	28.6%	35	71.4%	0	0%

Defense Human Resources Activity (DHRA)

Permanent Work Force: 786

Temporary Work Force: 9

Total Work Force: 795

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	786	40.08%	59.92%	6.74%	69.59%	17.94%	5.09%	0.64%	0.51%
Major Occupations:									
Human Resources Management	336	33.04%	66.96%	8.93%	63.10%	25.00%	2.08%	0.89%	0.60%
Information Technology Management	202	51.49%	48.51%	7.43%	72.28%	7.92%	11.88%	0.50%	0.50%
GS-14 and GS-15*	192	44.79%	55.21%	4.17%	82.29%	11.46%	2.08%	0.00%	0.00%
Senior Pay Level*	13	46.15%	53.85%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	72	44.44%	55.56%	1.39%	80.56%	13.89%	4.17%	0.00%	0.00%
Senior-Level Officials/Managers	69	56.52%	43.48%	0.00%	89.86%	10.14%	0.00%	0.00%	0.00%
Unclassified Managers	1	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 4 pre-complaint counselings (without remands) completed in FY 2005, DHRA timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 3 complaints filed at DHRA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Retirement. The top 3 bases of alleged discrimination were: (1) Age; (2) Disability - Mental; and (3) Reprisal.

III. Complaint Processing Times

DHRA's average time for completing an investigation was 151 days. The government-wide average was 237 days in FY 2005.

DHRA's average processing time for all complaint closures decreased from 566 days in FY 2004 to 291 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DHRA had a total of 5 complaints pending at the end of FY 2005, with none pending acknowledgment; 1 pending investigation for 45 days; and 1 pending the issuance of final decisions for 301 days.

V. Costs

DHRA made no payments in FY 2005 for pre-complaint settlements with benefits. DHRA expended a total of \$10,220 for 4 complaint investigations, for an average expenditure of \$2,555.

DHRA made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

Defense Human Resources Activity (DHRA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4		0		4	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	2	50%	0	--	2	50%
Complaints Filed*					2	50%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	5	6	100%	2	40%
FY 2005 Completed/Ended Counselings	4	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-20%	-100%		-100%	
FY 2004 Complaint Workload **	6	0	0%	0	0%
FY 2005 Complaint Workload **	6	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	0%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	4	4	100%			
All Investigations	4	4	100%	119	151	26.9%
All Complaint Closures	1			566	291	-48.6%
Merit Decisions (no AJ)	1	0	0%	0	291	--
Dismissal Decisions (no AJ)	0			205	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	1	100%	0	0%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

Defense Information Systems Agency (DISA)

Permanent Work Force: 4,781

Temporary Work Force: 128

Total Work Force: 4,909

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	4,781	56.64%	43.36%	3.051%	71.51%	17.72%	7.20%	0.52%	1.091%
Major Occupations:									
Telecommunications	514	75.10%	24.90%	2.53%	70.43%	19.65%	6.61%	0.78%	0.19%
Computer Science	252	69.44%	30.56%	1.19%	59.52%	9.52%	29.37%	0.40%	1.59%
Information Technology Management	2,081	58.58%	41.42%	4.04%	74.05%	17.49%	3.75%	0.67%	1.11%
GS-14 and GS-15*	1,039	70.16%	29.84%	2.41%	78.54%	11.74%	6.93%	0.38%	0.29%
Senior Pay Level*	28	75.00%	25.00%	3.57%	89.29%	7.14%	0.00%	0.00%	3.57%
First-Level Officials/Managers	8	50.00%	50.00%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	345	69.28%	30.72%	2.90%	79.13%	12.46%	4.64%	0.87%	0.87%
Senior-Level Officials/Managers	261	70.50%	29.50%	1.15%	86.97%	8.81%	2.68%	0.38%	0.00%
Unclassified Managers	2	100.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 27 pre-complaint counselings (without remands) completed in FY 2005, DISA timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 15 complaints filed at DISA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Improper Counseling. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

DISA's average time for completing an investigation was 300 days. The government-wide average was 237 days in FY 2005.

DISA's average processing time for all complaint closures increased from 301 days in FY 2004 to 459 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DISA had a total of 23 complaints pending at the end of FY 2005, with none pending acknowledgment; 8 pending investigation for an average of 133 days; and none pending the issuance of final decisions.

V. Costs

DISA made no payments in FY 2005 for pre-complaint settlements with benefits. DISA expended a total of \$67,895 for 10 complaint investigations, for an average expenditure of \$6,790.

DISA agreed to pay a total of \$87,489 for 2 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$43,745.

Defense Information Systems Agency (DISA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	27		0		27	
Settlements	1	3.7%	0	0%	1	3.7%
No Complaints Filed	8	29.6%	0	--	8	29.6%
Complaints Filed*					16	59.3%
Decision to File Complaint Pending at End of Fiscal Year					2	7.4%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	49	8	16.3%	0	0%
FY 2005 Completed/Ended Counselings	27	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-44.9%	-100%		--	
FY 2004 Complaint Workload **	34	13	38.2%	6	17.7%
FY 2005 Complaint Workload **	33	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-2.9%	-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	27	27	100%			
All Investigations	10	7	70%	339.3	299.9	-11.6%
All Complaint Closures	10			301.4	459.4	52.4%
Merit Decisions (no AJ)	3	3	100%	113	688	508.8%
Dismissal Decisions (no AJ)	0			42.5	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	15							
Total Closures	10							
Settlements	2	20%						
Withdrawals	2	20%						
Total Final Agency Actions	6	60%	3	50%	3	50%	0	0%
Dismissals	1	16.7%	0	0%	1	100%	0	0%
Merit Decisions	5	83.3%	3	60%	2	40%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	5	100%	3	60%	2	40%	0	0%

Defense Inspector General, Office of the (DOIG)

Permanent Work Force: 1,362

Temporary Work Force: 11

Total Work Force: 1,373

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,362	58.22%	41.78%	4.33%	71.37%	18.28%	5.36%	0.66%	0.95%
Major Occupations:									
Auditing	648	54.94%	45.06%	3.70%	73.92%	16.67%	5.09%	0.62%	0.93%
Criminal Investigating	335	81.19%	18.81%	6.57%	79.70%	8.36%	4.78%	0.60%	0.30%
GS-14 and GS-15*	313	71.88%	28.12%	2.56%	81.47%	10.54%	4.47%	0.96%	0.96%
Senior Pay Level*	19	78.95%	21.05%	5.26%	73.68%	10.53%	10.53%	0.00%	0.00%
First-Level Officials/Managers	5	40.00%	60.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	175	70.86%	29.14%	1.14%	81.14%	12.57%	4.00%	1.14%	1.71%
Senior-Level Officials/Managers	87	75.86%	24.14%	4.60%	80.46%	9.20%	3.45%	2.30%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 39 pre-complaint counselings (without remands) completed in FY 2005, DOIG timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 6 complaints filed at DOIG, the top 3 issues of alleged discrimination were: (1) Evaluation/Appraisal; (2) Harassment - Non-Sexual; and (3) Awards. The top 3 bases of alleged discrimination were: (1) Race - Black; (2) Age; and (3) National Origin - Hispanic.

III. Complaint Processing Times

DOIG's average time for completing an investigation was 145 days. The government-wide average was 237 days in FY 2005.

DOIG's average processing time for all complaint closures increased from 25 days in FY 2004 to 593 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DOIG had a total of 2 complaints pending at the end of FY 2005, with none pending acknowledgment; 1 pending investigation for 205 days; and none pending the issuance of final decisions.

V. Costs

DOIG made no payments in FY 2005 for pre-complaint settlements with benefits. DOIG expended a total of \$2,710 for 4 complaint investigations, for an average expenditure of \$678.

DOIG agreed to pay a total of \$42,424 for 4 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$10,606.

Defense Inspector General, Office of the (DOIG)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	36		3		39	
Settlements	0	0%	2	66.7%	2	5.1%
No Complaints Filed	31	86.1%	0	0%	31	79.5%
Complaints Filed*					6	15.4%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	51	4	7.8%	0	0%
FY 2005 Completed/Ended Counselings	39	39	100%	3	7.7%
Percentage Change from FY 2004 to FY 2005	-23.5%	875%		--	
FY 2004 Complaint Workload **	3	1	33.3%	1	33.3%
FY 2005 Complaint Workload **	8	4	50%	4	50%
Percentage Change from FY 2004 to FY 2005	166.7%	300%		300%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	39	39	100%			
All Investigations	4	3	75%	265	145.3	-45.2%
All Complaint Closures	6			25	592.8	2,271.3 %
Merit Decisions (no AJ)	1	1	100%	0	1,607	--
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6							
Total Closures	6							
Settlements	4	66.7%						
Withdrawals	1	16.7%						
Total Final Agency Actions	1	16.7%	1	100%	0	0%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

Defense Logistics Agency (DLA)

Permanent Work Force: 20,118

Temporary Work Force: 1,383

Total Work Force: 21,501

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	20,118	57.71%	42.29%	4.57%	69.45%	21.97%	2.95%	1.06%	2.10%
Major Occupations:									
Miscellaneous Administration and Program	1,659	51.78%	48.22%	3.01%	76.43%	18.32%	1.45%	0.78%	0.90%
Contracting	2,195	36.26%	63.74%	4.65%	64.87%	28.29%	1.78%	0.41%	0.96%
Inventory Management	847	39.43%	60.57%	5.43%	55.37%	36.13%	2.13%	0.94%	1.77%
GS-14 and GS-15*	1,071	63.40%	36.60%	2.80%	84.13%	10.64%	1.31%	1.12%	0.47%
Senior Pay Level*	50	78.00%	22.00%	0.00%	94.00%	6.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	551	62.25%	37.75%	3.81%	68.06%	23.05%	3.09%	2.00%	0.73%
Mid-Level Officials/Managers	1,143	61.59%	38.41%	2.27%	82.06%	13.91%	1.14%	0.61%	0.52%
Senior-Level Officials/Managers	306	66.99%	33.01%	2.29%	86.60%	8.17%	0.98%	1.96%	0.33%
Unclassified Managers	203	85.22%	14.78%	10.84%	56.65%	24.63%	6.40%	1.48%	0.99%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 516 pre-complaint counselings (without remands) completed in FY 2005, DLA timely processed 94.6%.

II. Issues and Bases of Complaints Filed

Of the 134 complaints filed at DLA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

DLA's average time for completing an investigation was 235 days. The government-wide average was 237 days in FY 2005.

DLA's average processing time for all complaint closures decreased from 477 days in FY 2004 to 299 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DLA had a total of 123 complaints pending at the end of FY 2005, with 4 pending acknowledgment; 48 pending investigation for an average of 167 days; and 31 pending the issuance of final decisions for an average of 392 days.

V. Costs

DLA agreed to pay \$10,735 for 79 pre-complaint settlements, of which 7 were monetary settlements averaging \$1,534. DLA expended a total of \$443,308 for 100 complaint investigations, for an average expenditure of \$4,433.

DLA agreed to pay a total of \$217,403 for 47 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,626.

Defense Logistics Agency (DLA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	468		48		516	
Settlements	38	8.1%	41	85.4%	79	15.3%
No Complaints Filed	243	51.9%	2	4.2%	245	47.5%
Complaints Filed*					186	36.1%
Decision to File Complaint Pending at End of Fiscal Year					6	1.2%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	482	502	100%	78	16.2%
FY 2005 Completed/Ended Counselings	516	499	96.7%	51	9.9%
Percentage Change from FY 2004 to FY 2005	7.1%	-0.6%		-34.6%	
FY 2004 Complaint Workload **	372	39	10.5%	36	9.7%
FY 2005 Complaint Workload **	305	52	17.1%	44	14.4%
Percentage Change from FY 2004 to FY 2005	-18%	33.3%		22.2%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	516	488	94.6%			
All Investigations	100	68	68%	287.6	234.7	-18.4%
All Complaint Closures	182			476.7	298.8	-37.3%
Merit Decisions (no AJ)	40	7	17.5%	781.1	539.6	-30.9%
Dismissal Decisions (no AJ)	39			236.6	83.87	-64.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	134							
Total Closures	182							
Settlements	46	25.3%						
Withdrawals	22	12.1%						
Total Final Agency Actions	114	62.6%	79	69.3%	35	30.7%	0	0%
Dismissals	44	38.6%	39	88.6%	5	11.4%	0	0%
Merit Decisions	70	61.4%	40	57.1%	30	42.9%	0	0%
Finding Discrimination	1	1.4%	1	100%	0	0%	0	0%
Finding No Discrimination	69	98.6%	39	56.5%	30	43.5%	0	0%

Defense, Office of the Secretary (OSD)

Permanent Workforce: 5,256

Temporary Workforce: 571

Total Workforce: 5,827

Workforce Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Workforce	5,256	61.8%	38.2%	3.2%	68.6%	24.5%	3.10%	0.6%	0.7%
GS-14 and GS-15*	2,367	66.46%	33.54%	2.58%	85.09%	8.62%	3.38%	0.34%	0.38%
Senior Pay Level*	451	81.15%	18.85%	1.33%	93.13%	2.00%	2.88%	0.67%	0.00%
First-Level Officials/Managers	48	56.25%	43.75%	2.08%	64.58%	33.33%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	410	63.17%	36.83%	3.41%	76.59%	15.85%	3.66%	0.49%	0.24%
Senior-Level Officials/Managers	1,180	73.98%	26.02%	1.27%	90.93%	4.66%	2.88%	0.17%	0.17%
Unclassified Managers	130	90.77%	9.23%	4.62%	40.00%	50.77%	1.54%	3.08%	0.77%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 55 pre-complaint counselings (without remands) completed in FY 2005, OSD timely processed 85.5%.

II. Issues and Bases of Complaints Filed

Of the 29 complaints filed at OSD, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Evaluation/Appraisal. The top 3 bases of alleged discrimination were: (1) Sex - Female; (2) Race - Black; and (3) Reprisal.

III. Complaint Processing Times

OSD's average time for completing an investigation was 325 days. Of the agencies completing 25 or more investigations, the Tennessee Valley Authority had the lowest average of 122 days.

OSD's average processing time for all complaint closures increased from 606 days in FY 2004 to 628 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

OSD had a total of 45 complaints pending at the end of FY 2005, with none pending acknowledgment; 22 pending investigation for an average of 219 days; and 8 pending the issuance of final decisions for an average of 740 days.

V. Costs

OSD made no payments in FY 2005 for pre-complaint settlements with benefits. OSD expended a total of \$67,320 for 18 complaint investigations, for an average expenditure of \$3,740.

OSD agreed to pay a total of \$99,364 for 5 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,987

Defense, Office of the Secretary (OSD)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	48		7		55	
Settlements	1	2.1%	4	57.1%	5	9.1%
No Complaints Filed	22	45.8%	0	0%	22	40%
Complaints Filed*					27	49.1%
Decision to File Complaint Pending at End of Fiscal Year					1	1.8%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	49	55	100%	1	2%
FY 2005 Completed/Ended Counselings	55	55	100%	7	12.7%
Percentage Change from FY 2004 to FY 2005	12.2%	0%		600%	
FY 2004 Complaint Workload **	74	6	8.1%	3	4.1%
FY 2005 Complaint Workload **	77	1	1.3%	1	1.3%
Percentage Change from FY 2004 to FY 2005	4.1%	-83.3%		-66.7%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	55	47	85.5%			
All Investigations	18	3	16.7%	364	325	-10.7%
All Complaint Closures	32			606	628	3.6%
Merit Decisions (no AJ)	5	0	0%	910	1,054	15.8%
Dismissal Decisions (no AJ)	8			92	119	29.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	29							
Total Closures	32							
Settlements	5	15.6%						
Withdrawals	8	25%						
Total Final Agency Actions	19	59.4%	13	68.4%	6	31.6%	0	0%
Dismissals	8	42.1%	8	100%	0	0%	0	0%
Merit Decisions	11	57.9%	5	45.5%	6	54.5%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	11	100%	5	45.5%	6	54.5%	0	0%

Defense Security Service (DSS)

Permanent Work Force: 521

Temporary Work Force: 4

Total Work Force: 525

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	521	57.77%	42.23%	3.071%	77.35%	16.51%	2.11%	0.96%	1.15%
Major Occupations:									
Security Administration	364	52.47%	47.53%	3.30%	75.00%	18.13%	2.20%	1.37%	1.10%
GS-14 and GS-15*	78	67.95%	32.05%	1.28%	88.46%	7.69%	2.56%	0.00%	0.00%
Senior Pay Level*	3	33.33%	66.67%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%
First-Level Officials/Managers	3	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	70	62.86%	37.14%	8.57%	70.00%	18.57%	1.43%	1.43%	1.43%
Senior-Level Officials/Managers	22	72.73%	27.27%	0.00%	90.91%	9.09%	0.00%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 14 pre-complaint counselings (without remands) completed in FY 2005, DSS timely processed 78.6%.

II. Issues and Bases of Complaints Filed

Of the 9 complaints filed at DSS, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Terms/Conditions of Employment; and (3) Reasonable Accommodation. The top 3 bases of alleged discrimination were: (1) Age; (2) Reprisal; and (3) Disability - Physical.

III. Complaint Processing Times

DSS' average time for completing an investigation was 280 days. The government-wide average was 237 days in FY 2005.

DSS' average processing time for all complaint closures decreased from 470 days in FY 2004 to 325 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DSS had a total of 6 complaints pending at the end of FY 2005, with 1 pending acknowledgment; 4 pending investigation for an average of 121 days; and none pending the issuance of final decisions.

V. Costs

DSS made no payments in FY 2005 for pre-complaint settlements with benefits. DSS expended a total of \$6,000 for 1 complaint investigation, for an average expenditure of \$6,000.

DSS agreed to pay a total of \$3,912 for 1 complaint closure through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,912.

Defense Security Service (DSS)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	14		0		14	
Settlements	1	7.1%	0	0%	1	7.1%
No Complaints Filed	4	28.6%	0	--	4	28.6%
Complaints Filed*					9	64.3%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	22		4	18.2%	0	0%
FY 2005 Completed/Ended Counselings	14		0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-36.4%		-100%		--	
FY 2004 Complaint Workload **	25		3	12%	1	4%
FY 2005 Complaint Workload **	17		0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-32%		-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	14	11	78.6%			
All Investigations	1	0	0%	308.5	280	-9.2%
All Complaint Closures	11			470.1	324.6	-31%
Merit Decisions (no AJ)	4	2	50%	466	494.5	6.1%
Dismissal Decisions (no AJ)	1			31	45	45.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	9							
Total Closures	11							
Settlements	1	9.1%						
Withdrawals	5	45.5%						
Total Final Agency Actions	5	45.5%	5	100%	0	0%	0	0%
Dismissals	1	20%	1	100%	0	0%	0	0%
Merit Decisions	4	80%	4	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	4	100%	4	100%	0	0%	0	0%

Defense Threat Reduction Agency (DTRA)

Permanent Work Force: 1,081

Temporary Work Force: 35

Total Work Force: 1,116

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,081	58.19%	41.81%	8.70%	66.14%	20.72%	3.98%	0.46%	0.74%
Major Occupations:									
Miscellaneous Administration and Program	244	75.00%	25.00%	4.10%	72.13%	21.31%	1.23%	1.23%	0.41%
GS-14 and GS-15*	280	75.36%	24.64%	2.86%	80.00%	11.43%	5.71%	0.00%	0.00%
Senior Pay Level*	13	84.62%	15.38%	0.00%	92.31%	0.00%	7.69%	0.00%	0.00%
First-Level Officials/Managers	16	62.50%	37.50%	12.50%	62.50%	25.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	99	68.69%	31.31%	8.08%	75.76%	12.12%	4.04%	0.00%	0.00%
Senior-Level Officials/Managers	109	83.49%	16.51%	2.75%	83.49%	8.26%	5.50%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 21 pre-complaint counselings (without remands) completed in FY 2005, DTRA timely processed 90.5%.

II. Issues and Bases of Complaints Filed

Of the 11 complaints filed at DTRA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Evaluation/Appraisal; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Female.

III. Complaint Processing Times

DTRA's average time for completing an investigation was 206 days. The government-wide average was 237 days in FY 2005.

DTRA's average processing time for all complaint closures increased from 219 days in FY 2004 to 289 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DTRA had a total of 10 complaints pending at the end of FY 2005, with none pending acknowledgment; 5 pending investigation for an average of 59 days; and 2 pending the issuance of final decisions for an average of 48 days.

V. Costs

DTRA made no payments in FY 2005 for pre-complaint settlements with benefits. DTRA expended a total of \$23,370 for 6 complaint investigations, for an average expenditure of \$3,895.

DTRA agreed to pay a total of \$5,000 for 4 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$1,250.

Defense Threat Reduction Agency (DTRA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	19		2		21	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	9	47.4%	0	0%	9	42.9%
Complaints Filed*					12	57.1%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	13		13	100%	1	7.7%
FY 2005 Completed/Ended Counselings	21		21	100%	2	9.5%
Percentage Change from FY 2004 to FY 2005	61.5%		61.5%		100%	
FY 2004 Complaint Workload **	11		7	63.6%	0	0%
FY 2005 Complaint Workload **	18		9	50%	0	0%
Percentage Change from FY 2004 to FY 2005	63.6%		28.6%		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	21	19	90.5%			
All Investigations	6	1	16.7%	262.5	206.2	-21.5%
All Complaint Closures	8			219	289.3	32.1%
Merit Decisions (no AJ)	0	0	0%	91	0	-100%
Dismissal Decisions (no AJ)	3			0	33.33	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	11							
Total Closures	8							
Settlements	4	50%						
Withdrawals	0	0%						
Total Final Agency Actions	4	50%	3	75%	1	25%	0	0%
Dismissals	3	75%	3	100%	0	0%	0	0%
Merit Decisions	1	25%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

Department of Education (ED)

Permanent Work Force: 4,033

Temporary Work Force: 412

Total Work Force: 4,445

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	4,033	37.79%	62.21%	4.12%	53.98%	37.24%	3.89%	0.77%	1.51%
Major Occupations:									
Equal Opportunity Compliance	276	39.86%	60.14%	8.33%	47.10%	40.58%	3.62%	0.36%	3.99%
Management and Program Analysis	987	31.91%	68.09%	2.63%	53.60%	41.64%	1.62%	0.51%	0.91%
Education Program	340	31.47%	68.53%	5.00%	56.18%	32.94%	1.76%	4.12%	0.00%
GS-14 and GS-15*	1,376	48.11%	51.89%	3.05%	70.78%	22.31%	2.98%	0.87%	1.24%
Senior Pay Level*	165	61.21%	38.79%	1.21%	83.03%	11.52%	3.64%	0.61%	0.61%
First-Level Officials/Managers	2	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	455	42.20%	57.80%	3.08%	63.30%	30.99%	1.98%	0.66%	1.54%
Senior-Level Officials/Managers	596	53.52%	46.48%	2.85%	77.01%	16.44%	2.68%	1.01%	0.50%
Unclassified Managers	12	50.00%	50.00%	0.00%	58.33%	41.67%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 86 pre-complaint counselings (without remands) completed in FY 2005, ED timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 76 complaints filed at ED, the top 3 issues of alleged discrimination were: (1) Terms/Conditions of Employment; (2) Assignment of Duties; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

ED's average time for completing an investigation was 196 days. The government-wide average was 237 days in FY 2005.

ED's average processing time for all complaint closures decreased from 542 days in FY 2004 to 415 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

ED had a total of 79 complaints pending at the end of FY 2005, with 24 pending acknowledgment; 32 pending investigation for an average of 134 days; and 3 pending the issuance of final decisions for an average of 686 days.

V. Costs

ED made no payments in FY 2005 for pre-complaint settlements with benefits. ED expended a total of \$94,909 for 30 complaint investigations, for an average expenditure of \$3,164.

ED agreed to pay a total of \$92,671 for 11 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,425.

Department of Education (ED)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	83		3		86	
Settlements	3	3.6%	3	100%	6	7%
No Complaints Filed	26	31.3%	0	0%	26	30.2%
Complaints Filed*					54	62.8%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	53	53	100%	2	3.8%
FY 2005 Completed/Ended Counselings	86	86	100%	3	3.5%
Percentage Change from FY 2004 to FY 2005	62.3%	62.3%		50%	
FY 2004 Complaint Workload **	79	4	5.1%	4	5.1%
FY 2005 Complaint Workload **	125	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	58.2%	-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	86	86	100%			
All Investigations	30	16	53.3%	193.7	195.8	1.1%
All Complaint Closures	46			541.7	415.3	-23.3%
Merit Decisions (no AJ)	11	0	0%	537	449.4	-16.3%
Dismissal Decisions (no AJ)	6			244	561.17	130%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	76							
Total Closures	46							
Settlements	11	23.9%						
Withdrawals	9	19.6%						
Total Final Agency Actions	26	56.5%	17	65.4%	9	34.6%	0	0%
Dismissals	6	23.1%	6	100%	0	0%	0	0%
Merit Decisions	20	76.9%	11	55%	9	45%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	20	100%	11	55%	9	45%	0	0%

Department of Energy (DOE)

Permanent Work Force: 14,655

Temporary Work Force: 318

Total Work Force: 14,973

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	14,655	62.23%	37.77%	6.24%	76.51%	11.22%	4.46%	1.58%	0.78%
Major Occupations:									
Miscellaneous Administration and Program	1,265	42.77%	57.23%	6.56%	67.67%	22.37%	2.29%	1.11%	0.24%
Management and Program Analysis	779	33.50%	66.50%	7.70%	67.78%	21.31%	2.70%	0.51%	0.64%
General Engineering	1,571	85.68%	14.32%	8.98%	76.96%	3.69%	8.91%	1.46%	0.38%
GS-14 and GS-15*	4,676	71.11%	28.89%	4.60%	81.46%	7.36%	5.65%	0.94%	0.51%
Senior Pay Level*	582	80.76%	19.24%	4.81%	86.60%	4.47%	2.92%	1.20%	0.69%
First-Level Officials/Managers	67	79.10%	20.90%	14.93%	73.13%	8.96%	0.00%	2.99%	0.00%
Mid-Level Officials/Managers	1,306	68.61%	31.39%	11.64%	76.57%	5.97%	4.29%	1.53%	0.84%
Senior-Level Officials/Managers	1,408	76.70%	23.30%	4.47%	83.95%	7.03%	3.55%	0.99%	0.50%
Unclassified Managers	352	90.06%	9.94%	11.36%	81.82%	3.13%	2.56%	1.14%	0.28%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 133 pre-complaint counselings (without remands) completed in FY 2005, DOE timely processed 36.1%.

II. Issues and Bases of Complaints Filed

Of the 75 complaints filed at DOE, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Appointment/Hire; and (3) Harassment - Non-Sexual. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Female.

III. Complaint Processing Times

DOE's average time for completing an investigation was 193 days. The government-wide average was 237 days in FY 2005.

DOE's average processing time for all complaint closures increased from 377 days in FY 2004 to 456 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DOE had a total of 92 complaints pending at the end of FY 2005, with 4 pending acknowledgment; 52 pending investigation for an average of 203 days; and 8 pending the issuance of final decisions for an average of 496 days.

V. Costs

DOE made no payments in FY 2005 for pre-complaint settlements with benefits. DOE expended a total of \$69,617 for 24 complaint investigations, for an average expenditure of \$2,901.

DOE agreed to pay a total of \$449,719 for 28 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$16,061.

Department of Energy (DOE)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	118		15		133	
Settlements	4	3.4%	1	6.7%	5	3.8%
No Complaints Filed	40	33.9%	3	20%	43	32.3%
Complaints Filed*					74	55.6%
Decision to File Complaint Pending at End of Fiscal Year					11	8.3%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	128	68	53.1%	14	10.9%
FY 2005 Completed/Ended Counselings	133	134	100%	16	12%
Percentage Change from FY 2004 to FY 2005	3.9%	97.1%		14.3%	
FY 2004 Complaint Workload **	208	36	17.3%	12	5.8%
FY 2005 Complaint Workload **	162	56	34.6%	18	11.1%
Percentage Change from FY 2004 to FY 2005	-22.1%	55.6%		50%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	133	48	36.1%			
All Investigations	24	16	66.7%	209.2	193.2	-7.6%
All Complaint Closures	70			376.7	455.8	21%
Merit Decisions (no AJ)	16	11	68.8%	326.2	309.8	-5%
Dismissal Decisions (no AJ)	10			183.9	112	-39.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	75							
Total Closures	70							
Settlements	25	35.7%						
Withdrawals	2	2.9%						
Total Final Agency Actions	43	61.4%	26	60.5%	17	39.5%	0	0%
Dismissals	12	27.9%	10	83.3%	2	16.7%	0	0%
Merit Decisions	31	72.1%	16	51.6%	15	48.4%	0	0%
Finding Discrimination	3	9.7%	1	33.3%	2	66.7%	0	0%
Finding No Discrimination	28	90.3%	15	53.6%	13	46.4%	0	0%

Environmental Protection Agency (EPA)

Permanent Work Force: 17,349

Temporary Work Force: 1,049

Total Work Force: 18,398

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	17,349	48.50%	51.50%	5.08%	69.50%	18.85%	5.75%	0.82%	1.11%
Major Occupations:									
Environmental Protection Specialist	2,852	40.08%	59.92%	4.28%	73.42%	16.27%	4.49%	1.54%	1.33%
Environmental Engineering	1,970	69.44%	30.56%	7.01%	73.25%	8.12%	11.22%	0.41%	0.41%
GS-14 and GS-15*	5,205	58.85%	41.15%	3.96%	80.63%	10.51%	4.42%	0.48%	0.40%
Senior Pay Level*	331	65.56%	34.44%	4.53%	84.89%	7.85%	2.72%	0.00%	0.30%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	554	59.39%	40.61%	3.97%	79.60%	12.27%	3.79%	0.36%	0.18%
Senior-Level Officials/Managers	1,403	61.23%	38.77%	4.70%	82.61%	8.91%	3.14%	0.57%	0.36%
Unclassified Managers	3	33.33%	66.67%	0.00%	66.67%	0.00%	0.00%	33.33%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 113 pre-complaint counselings (without remands) completed in FY 2005, EPA timely processed 73.5%.

II. Issues and Bases of Complaints Filed

Of the 72 complaints filed at EPA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Female.

III. Complaint Processing Times

EPA's average time for completing an investigation was 233 days. The government-wide average was 237 days in FY 2005.

EPA's average processing time for all complaint closures decreased from 738 days in FY 2004 to 676 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

EPA had a total of 92 complaints pending at the end of FY 2005, with 2 pending acknowledgment; 24 pending investigation for an average of 125 days; and 30 pending the issuance of final decisions for an average of 480 days.

V. Costs

EPA made no payments in FY 2005 for pre-complaint settlements with benefits. EPA expended a total of \$109,203 for 50 complaint investigations, for an average expenditure of \$2,184.

EPA agreed to pay a total of \$41,500 for 9 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,611.

Environmental Protection Agency (EPA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	104		9		113	
Settlements	0	0%	1	11.1%	1	0.9%
No Complaints Filed	14	13.5%	0	0%	14	12.4%
Complaints Filed*					97	85.8%
Decision to File Complaint Pending at End of Fiscal Year					1	0.9%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	125	125	100%	4	3.2%
FY 2005 Completed/Ended Counselings	113	96	85%	8	7.1%
Percentage Change from FY 2004 to FY 2005	-9.6%	-23.2%		100%	
FY 2004 Complaint Workload **	239	73	30.5%	1	0.4%
FY 2005 Complaint Workload **	201	1	0.5%	1	0.5%
Percentage Change from FY 2004 to FY 2005	-15.9%	-98.6%		0%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	113	83	73.5%			
All Investigations	50	15	30%	305.5	232.7	-23.8%
All Complaint Closures	109			737.9	675.6	-8.4%
Merit Decisions (no AJ)	33	4	12.1%	789.6	791.7	0.3%
Dismissal Decisions (no AJ)	33			588.3	231.7	-60.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	72							
Total Closures	109							
Settlements	9	8.3%						
Withdrawals	5	4.6%						
Total Final Agency Actions	95	87.2%	66	69.5%	29	30.5%	0	0%
Dismissals	36	37.9%	33	91.7%	3	8.3%	0	0%
Merit Decisions	59	62.1%	33	55.9%	26	44.1%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	59	100%	33	55.9%	26	44.1%	0	0%

Equal Employment Opportunity Commission (EEOC)

Permanent Work Force: 2,279

Temporary Work Force: 84

Total Work Force: 2,363

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	2,279	32.95%	67.05%	12.86%	38.83%	44.32%	3.47%	0.53%	2.24%
Major Occupations:									
General Attorney	519	37.76%	62.24%	8.86%	62.24%	23.70%	5.01%	0.19%	2.31%
General Investigating	875	37.71%	62.29%	17.83%	34.86%	43.43%	3.43%	0.46%	1.37%
GS-14 and GS-15*	615	42.60%	57.40%	10.24%	58.70%	26.50%	4.55%	0.00%	2.28%
Senior Pay Level*	35	54.29%	45.71%	17.14%	42.86%	34.29%	5.71%	0.00%	2.86%
First-Level Officials/Managers	42	26.19%	73.81%	21.43%	35.71%	42.86%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	223	41.26%	58.74%	12.11%	46.19%	36.77%	4.93%	0.00%	1.35%
Senior-Level Officials/Managers	125	56.00%	44.00%	12.80%	55.20%	28.80%	3.20%	0.00%	3.20%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 50 pre-complaint counselings (without remands) completed in FY 2005, EEOC timely processed 86%.

II. Issues and Bases of Complaints Filed

Of the 26 complaints filed at EEOC, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Terms/Conditions of Employment; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

EEOC's average time for completing an investigation was 205 days. The government-wide average was 237 days in FY 2005.

EEOC's average processing time for all complaint closures increased from 421 days in FY 2004 to 470 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

EEOC had a total of 24 complaints pending at the end of FY 2005, with none pending acknowledgment; 8 pending investigation for an average of 99 days; and 7 pending the issuance of final decisions for an average of 506 days.

V. Costs

EEOC agreed to pay \$2,000 for 7 pre-complaint settlements, of which 1 was a monetary settlement for \$2,000. EEOC expended a total of \$46,200 for 14 complaint investigations, for an average expenditure of \$3,300.

EEOC agreed to pay a total of \$24,000 for 11 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$2,182.

Equal Employment Opportunity Commission (EEOC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	34		16		50	
Settlements	0	0%	7	43.8%	7	14%
No Complaints Filed	16	47.1%	0	0%	16	32%
Complaints Filed*					25	50%
Decision to File Complaint Pending at End of Fiscal Year					2	4%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	49	55	100%	16	32.7%
FY 2005 Completed/Ended Counselings	50	44	88%	14	28%
Percentage Change from FY 2004 to FY 2005	2%	-20%		-12.5%	
FY 2004 Complaint Workload **	87	9	10.3%	9	10.3%
FY 2005 Complaint Workload **	64	26	40.6%	9	14.1%
Percentage Change from FY 2004 to FY 2005	-26.4%	188.9%		0%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	50	43	86%			
All Investigations	14	11	78.6%	161.9	205.4	26.9%
All Complaint Closures	40			421	470	11.6%
Merit Decisions (no AJ)	11	3	27.3%	481.8	614.4	27.5%
Dismissal Decisions (no AJ)	2			82	99.5	21.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	26							
Total Closures	40							
Settlements	11	27.5%						
Withdrawals	4	10%						
Total Final Agency Actions	25	62.5%	13	52%	12	48%	0	0%
Dismissals	3	12%	2	66.7%	1	33.3%	0	0%
Merit Decisions	22	88%	11	50%	11	50%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	22	100%	11	50%	11	50%	0	0%

Federal Communications Commission (FCC)

Permanent Work Force: 1,827

Temporary Work Force: 27

Total Work Force: 1,854

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,827	47.29%	52.71%	3.12%	59.66%	31.96%	4.93%	0.33%	1.15%
Major Occupations:									
Miscellaneous Administration and Program	378	29.10%	70.90%	1.85%	48.15%	47.35%	2.38%	0.26%	1.32%
Electronics Engineering	283	90.11%	9.89%	3.89%	72.44%	8.83%	14.13%	0.71%	0.35%
General Attorney	488	51.02%	48.98%	2.87%	78.48%	13.93%	4.51%	0.20%	1.84%
GS-14 and GS-15*	1,015	60.79%	39.21%	2.46%	76.26%	14.58%	6.31%	0.39%	1.18%
Senior Pay Level*	46	73.91%	26.09%	4.35%	89.13%	4.35%	2.17%	0.00%	0.00%
First-Level Officials/Managers	3	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	29	41.38%	58.62%	0.00%	55.17%	44.83%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	266	60.15%	39.85%	1.50%	84.21%	11.28%	3.01%	0.00%	0.75%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 3 pre-complaint counselings (without remands) completed in FY 2005, FCC timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 3 complaints filed at FCC, the top issue of alleged discrimination was Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Race - Black; (2) Sex - Female; and (3) Age.

III. Complaint Processing Times

FCC's average time for completing an investigation was 180 days. The government-wide average was 237 days in FY 2005.

FCC's average processing time for all complaint closures decreased from 701 days in FY 2004 to 0 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

FCC had a total of 4 complaints pending at the end of FY 2005, with none pending acknowledgment; none pending investigation; and 2 pending the issuance of final decisions for an average of 30 days.

V. Costs

FCC made no payments in FY 2005 for pre-complaint settlements with benefits. FCC expended a total of \$8,100 for 2 complaint investigations, for an average expenditure of \$4,050.

FCC made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

Federal Communications Commission (FCC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	2		1		3	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	0	0%	0	0%	0	0%
Complaints Filed*					3	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	15	15	100%	0	0%
FY 2005 Completed/Ended Counselings	3	1	33.3%	1	33.3%
Percentage Change from FY 2004 to FY 2005	-80%	-93.3%		--	
FY 2004 Complaint Workload **	10	6	60%	0	0%
FY 2005 Complaint Workload **	5	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-50%	-100%		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	3	3	100%			
All Investigations	2	2	100%	133.3	180	35%
All Complaint Closures	1			701.2	0	-100%
Merit Decisions (no AJ)	0	0	0%	0	0	--
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	3							
Total Closures	1							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	1	100%	0	0%	1	100%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	1	100%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

Federal Deposit Insurance Corporation (FDIC)

Permanent Work Force: 4,479

Temporary Work Force: 114

Total Work Force: 4,593

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	4,479	55.84%	44.16%	4.09%	74.77%	17.08%	3.51%	0.56%	0.74%
Major Occupations:									
Financial Institution Examining	2,152	66.91%	33.09%	4.09%	84.67%	8.04%	2.70%	0.51%	0.51%
General Attorney	249	65.46%	34.54%	4.02%	87.95%	6.02%	1.20%	0.80%	0.00%
Financial Analysis	122	63.93%	36.07%	4.10%	77.05%	11.48%	7.38%	0.00%	1.64%
GS-14 and GS-15*	1,047	66.95%	33.05%	3.06%	83.76%	9.07%	3.63%	0.48%	0.57%
Senior Pay Level*	92	77.17%	22.83%	3.26%	81.52%	13.04%	1.09%	1.09%	0.00%
First-Level Officials/Managers	12	16.67%	83.33%	8.33%	41.67%	41.67%	8.33%	0.00%	0.00%
Mid-Level Officials/Managers	52	59.62%	40.38%	7.69%	63.46%	26.92%	1.92%	0.00%	0.00%
Senior-Level Officials/Managers	94	74.47%	25.53%	3.19%	81.91%	12.77%	1.06%	1.06%	0.00%
Unclassified Managers	477	67.30%	32.70%	5.24%	85.74%	6.92%	1.68%	0.42%	0.42%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 54 pre-complaint counselings (without remands) completed in FY 2005, FDIC timely processed 85.2%.

II. Issues and Bases of Complaints Filed

Of the 30 complaints filed at FDIC, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Awards; and (3) Reassignment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

FDIC's average time for completing an investigation was 216 days. The government-wide average was 237 days in FY 2005.

FDIC's average processing time for all complaint closures decreased from 986 days in FY 2004 to 601 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

FDIC had a total of 44 complaints pending at the end of FY 2005, with none pending acknowledgment; 16 pending investigation for an average of 96 days; and 8 pending the issuance of final decisions for an average of 508 days.

V. Costs

FDIC agreed to pay \$1,000 for 6 pre-complaint settlements, of which 1 was a monetary settlement for \$1,000. FDIC expended a total of \$136,478 for 29 complaint investigations, for an average expenditure of \$4,706.

FDIC agreed to pay a total of \$264,113 for 17 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$15,536.

Federal Deposit Insurance Corporation (FDIC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	32		22		54	
Settlements	0	0%	6	27.3%	6	11.1%
No Complaints Filed	17	53.1%	5	22.7%	22	40.7%
Complaints Filed*					23	42.6%
Decision to File Complaint Pending at End of Fiscal Year					3	5.6%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	53	57	100%	22	41.5%
FY 2005 Completed/Ended Counselings	54	48	88.9%	24	44.4%
Percentage Change from FY 2004 to FY 2005	1.9%	-15.8%		9.1%	
FY 2004 Complaint Workload **	134	37	27.6%	12	9%
FY 2005 Complaint Workload **	97	30	30.9%	12	12.4%
Percentage Change from FY 2004 to FY 2005	-27.6%	-18.9%		0%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	54	46	85.2%			
All Investigations	29	20	69%	272.4	216.2	-20.6%
All Complaint Closures	53			986	601.4	-39%
Merit Decisions (no AJ)	21	11	52.4%	734	506.8	-31%
Dismissal Decisions (no AJ)	8			0	544.25	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	30							
Total Closures	53							
Settlements	17	32.1%						
Withdrawals	1	1.9%						
Total Final Agency Actions	35	66%	29	82.9%	5	14.3%	1	2.9%
Dismissals	8	22.9%	8	100%	0	0%	0	0%
Merit Decisions	27	77.1%	21	77.8%	5	18.5%	1	3.7%
Finding Discrimination	1	3.7%	0	0%	0	0%	1	100%
Finding No Discrimination	26	96.3%	21	80.8%	5	19.2%	0	0%

Federal Trade Commission (FTC)

Permanent Work Force: 918

Temporary Work Force: 99

Total Work Force: 1,017

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	918	48.80%	51.20%	3.05%	70.92%	21.79%	3.92%	0.33%	0.65%
Major Occupations:									
General Attorney	518	54.83%	45.17%	3.28%	85.14%	7.34%	4.05%	0.19%	0.58%
GS-14 and GS-15*	525	59.43%	40.57%	2.67%	86.48%	6.67%	4.00%	0.19%	0.76%
Senior Pay Level*	40	67.50%	32.50%	0.00%	95.00%	5.00%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	46	47.83%	52.17%	2.17%	69.57%	26.09%	2.17%	0.00%	4.35%
Senior-Level Officials/Managers	232	68.53%	31.47%	0.86%	93.97%	3.88%	1.29%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 24 pre-complaint counselings (without remands) completed in FY 2005, FTC timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 2 complaints filed at FTC, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Assignment of Duties; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Sex - Female; and (3) Equal Pay Act - Female.

III. Complaint Processing Times

FTC's average time for completing an investigation was 203 days. The government-wide average was 237 days in FY 2005.

FTC's average processing time for all complaint closures decreased from 847 days in FY 2004 to 319 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

FTC had a total of 5 complaints pending at the end of FY 2005, with none pending acknowledgment; 1 pending investigation for 23 days; and none pending the issuance of final decisions.

V. Costs

FTC made no payments in FY 2005 for pre-complaint settlements with benefits. FTC expended a total of \$7,868 for 2 complaint investigations, for an average expenditure of \$3,934.

FTC agreed to pay a total of \$15,000 for 1 complaint closure through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$15,000.

Federal Trade Commission (FTC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	24		0		24	
Settlements	1	4.2%	0	0%	1	4.2%
No Complaints Filed	20	83.3%	0	--	20	83.3%
Complaints Filed*					2	8.3%
Decision to File Complaint Pending at End of Fiscal Year					1	4.2%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	21	22	100%	0	0%
FY 2005 Completed/Ended Counselings	24	24	100%	1	4.2%
Percentage Change from FY 2004 to FY 2005	14.3%	9.1%		--	
FY 2004 Complaint Workload **	12	6	100%	0	0%
FY 2005 Complaint Workload **	7	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-41.7%	-100%		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	24	24	100%			
All Investigations	2	1	50%	169	203	20.1%
All Complaint Closures	2			846.6	319	-62.3%
Merit Decisions (no AJ)	1	1	100%	167	342	104.8%
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	2							
Total Closures	2							
Settlements	1	50%						
Withdrawals	0	0%						
Total Final Agency Actions	1	50%	1	100%	0	0%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	1	100%	1	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	1	100%	1	100%	0	0%	0	0%

General Services Administration (GSA)

Permanent Work Force: 12,481

Temporary Work Force: 185

Total Work Force: 12,666

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	12,481	50.54%	49.46%	5.21%	62.84%	26.22%	4.86%	0.87%	0.91%
Major Occupations:									
General Business and Industry	1,183	53.93%	46.07%	5.16%	72.36%	18.51%	2.96%	1.01%	0.76%
Contracting	1,435	32.26%	67.74%	4.88%	55.12%	34.49%	4.60%	0.91%	0.77%
Building Management	978	69.02%	30.98%	7.36%	61.96%	27.20%	2.66%	0.82%	0.41%
GS-14 and GS-15*	2,336	59.03%	40.97%	2.87%	75.64%	17.12%	3.77%	0.60%	0.26%
Senior Pay Level*	108	70.37%	29.63%	2.78%	88.89%	7.41%	0.93%	0.00%	0.00%
First-Level Officials/Managers	101	59.41%	40.59%	4.95%	69.31%	16.83%	8.91%	0.00%	0.00%
Mid-Level Officials/Managers	1,493	57.33%	42.67%	4.02%	69.59%	22.30%	3.35%	0.74%	0.27%
Senior-Level Officials/Managers	719	64.26%	35.74%	3.20%	83.45%	10.99%	2.09%	0.28%	0.42%
Unclassified Managers	75	85.33%	14.67%	8.00%	48.00%	41.33%	2.67%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 144 pre-complaint counselings (without remands) completed in FY 2005, GSA timely processed 90.3%.

II. Issues and Bases of Complaints Filed

Of the 68 complaints filed at GSA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

GSA's average time for completing an investigation was 166 days. The government-wide average was 237 days in FY 2005.

GSA's average processing time for all complaint closures decreased from 509 days in FY 2004 to 444 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

GSA had a total of 86 complaints pending at the end of FY 2005, with 6 pending acknowledgment; 20 pending investigation for an average of 91 days; and 8 pending the issuance of final decisions for an average of 526 days.

V. Costs

GSA agreed to pay \$5,500 for 19 pre-complaint settlements, of which 4 were monetary settlements averaging \$1,375. GSA expended a total of \$169,140 for 54 complaint investigations, for an average expenditure of \$3,132.

GSA agreed to pay a total of \$324,582 for 22 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$14,754.

General Services Administration (GSA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	111		33		144	
Settlements	6	5.4%	13	39.4%	19	13.2%
No Complaints Filed	49	44.1%	4	12.1%	53	36.8%
Complaints Filed*					67	46.5%
Decision to File Complaint Pending at End of Fiscal Year					5	3.5%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	144		115	79.9%	27	18.8%
FY 2005 Completed/Ended Counselings	144		116	80.6%	33	22.9%
Percentage Change from FY 2004 to FY 2005	0%		0.9%		22.2%	
FY 2004 Complaint Workload **	237		68	28.7%	8	3.4%
FY 2005 Complaint Workload **	171		18	10.5%	8	4.7%
Percentage Change from FY 2004 to FY 2005	-27.8%		-73.5%		0%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	144	130	90.3%			
All Investigations	54	51	94.4%	166	165.5	-0.3%
All Complaint Closures	85			508.6	444.1	-12.7%
Merit Decisions (no AJ)	14	14	100%	339.5	297.7	-12.3%
Dismissal Decisions (no AJ)	15			141.6	44.47	-68.6%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	68							
Total Closures	85							
Settlements	22	25.9%						
Withdrawals	9	10.6%						
Total Final Agency Actions	54	63.5%	29	53.7%	25	46.3%	0	0%
Dismissals	17	31.5%	15	88.2%	2	11.8%	0	0%
Merit Decisions	37	68.5%	14	37.8%	23	62.2%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	37	100%	14	37.8%	23	62.2%	0	0%

U.S. Government Printing Office (GPO)

Permanent Work Force: 2,318

Temporary Work Force: 45

Total Work Force: 2,363

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	2,318	58.11%	41.89%	1.68%	39.17%	57.12%	1.77%	0.26%	1.60%
Major Occupations:									
Printing Services	269	56.51%	43.49%	1.49%	66.17%	30.48%	1.12%	0.74%	0.37%
GS-14 and GS-15*	141	75.18%	24.82%	2.84%	73.05%	19.15%	4.26%	0.71%	0.71%
Senior Pay Level*	29	82.76%	17.24%	0.00%	89.66%	10.34%	0.00%	0.00%	0.00%
First-Level Officials/Managers	38	34.21%	65.79%	5.26%	21.05%	73.68%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	120	63.33%	36.67%	3.33%	66.67%	27.50%	1.67%	0.83%	1.67%
Senior-Level Officials/Managers	83	84.34%	15.66%	0.00%	84.34%	10.84%	3.61%	1.20%	1.20%
Unclassified Managers	110	83.64%	16.36%	1.82%	40.91%	56.36%	0.91%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 36 pre-complaint counselings (without remands) completed in FY 2005, GPO timely processed 61.1%.

II. Issues and Bases of Complaints Filed

Of the 24 complaints filed at GPO, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Race - Black; (2) Reprisal; and (3) Sex - Female.

III. Complaint Processing Times

GPO's average time for completing an investigation was 359 days. The government-wide average was 237 days in FY 2005.

GPO's average processing time for all complaint closures increased from 513 days in FY 2004 to 790 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

GPO had a total of 42 complaints pending at the end of FY 2005, with none pending acknowledgment; 18 pending investigation for an average of 241 days; and 6 pending the issuance of final decisions for an average of 506 days.

V. Costs

GPO made no payments in FY 2005 for pre-complaint settlements with benefits. GPO expended a total of \$73,114 for 29 complaint investigations, for an average expenditure of \$2,521.

GPO agreed to pay a total of \$50,000 for 14 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,571.

U.S. Government Printing Office (GPO)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	35		1		36	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	12	34.3%	0	0%	12	33.3%
Complaints Filed*					24	66.7%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	65	56	86.2%	3	4.6%
FY 2005 Completed/Ended Counselings	36	17	47.2%	1	2.8%
Percentage Change from FY 2004 to FY 2005	-44.6%	-69.6%		-66.7%	
FY 2004 Complaint Workload **	113	1	0.9%	1	0.9%
FY 2005 Complaint Workload **	89	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-21.2%	-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	36	22	61.1%			
All Investigations	29	16	55.2%	339.9	359	5.6%
All Complaint Closures	47			513.1	789.7	53.9%
Merit Decisions (no AJ)	9	5	55.6%	339.6	684.6	101.6%
Dismissal Decisions (no AJ)	7			237.3	330.29	39.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	24							
Total Closures	47							
Settlements	14	29.8%						
Withdrawals	3	6.4%						
Total Final Agency Actions	30	63.8%	16	53.3%	14	46.7%	0	0%
Dismissals	7	23.3%	7	100%	0	0%	0	0%
Merit Decisions	23	76.7%	9	39.1%	14	60.9%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	23	100%	9	39.1%	14	60.9%	0	0%

Department of Health and Human Services (HHS)

Permanent Work Force: 52,589

Temporary Work Force: 11,655

Total Work Force: 64,244

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	52,589	35.85%	64.15%	3.60%	53.49%	18.91%	5.97%	18.04%	1.06%
Major Occupations:									
Medical Officer	4,635	66.11%	33.89%	4.08%	76.70%	5.76%	11.72%	1.75%	0.67%
Nurse	3,255	9.74%	90.26%	3.35%	54.84%	6.02%	2.76%	33.03%	0.55%
Information Technology Management	2,459	58.68%	41.32%	2.97%	62.71%	17.41%	8.66%	8.26%	1.63%
GS-14 and GS-15*	11,146	51.13%	48.87%	3.01%	76.64%	10.38%	7.46%	2.52%	0.68%
Senior Pay Level*	2,280	70.61%	29.39%	2.50%	83.20%	4.91%	8.33%	1.05%	0.53%
First-Level Officials/Managers	1,092	27.38%	72.62%	1.47%	30.22%	8.06%	1.19%	59.07%	0.64%
Mid-Level Officials/Managers	2,298	50.26%	49.74%	3.09%	69.58%	14.40%	4.61%	8.09%	0.70%
Senior-Level Officials/Managers	3,458	60.53%	39.47%	2.17%	82.53%	8.56%	4.68%	1.97%	0.61%
Unclassified Managers	354	67.80%	32.20%	4.52%	50.85%	11.30%	8.47%	24.58%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 537 pre-complaint counselings (without remands) completed in FY 2005, HHS timely processed 71.9%.

II. Issues and Bases of Complaints Filed

Of the 290 complaints filed at HHS, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

HHS' average time for completing an investigation was 164 days. The government-wide average was 237 days in FY 2005.

HHS' average processing time for all complaint closures decreased from 510 days in FY 2004 to 429 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

HHS had a total of 366 complaints pending at the end of FY 2005, with 13 pending acknowledgment; 124 pending investigation for an average of 136 days; and 109 pending the issuance of final decisions for an average of 657 days.

V. Costs

HHS agreed to pay \$46,626 for 46 pre-complaint settlements, of which 7 were monetary settlements averaging \$6,661. HHS expended a total of \$623,728 for 158 complaint investigations, for an average expenditure of \$3,948.

HHS agreed to pay a total of \$1,846,702 for 66 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$27,980.

Department of Health and Human Services (HHS)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	400		137		537	
Settlements	24	6%	22	16.1%	46	8.6%
No Complaints Filed	178	44.5%	26	19%	204	38%
Complaints Filed*					257	47.9%
Decision to File Complaint Pending at End of Fiscal Year					30	5.6%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	470	347	73.8%	133	28.3%
FY 2005 Completed/Ended Counselings	537	517	96.3%	135	25.1%
Percentage Change from FY 2004 to FY 2005	14.3%	49%		1.5%	
FY 2004 Complaint Workload **	577	32	5.6%	20	3.5%
FY 2005 Complaint Workload **	622	48	7.7%	16	2.6%
Percentage Change from FY 2004 to FY 2005	7.8%	50%		-20%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	537	386	71.9%			
All Investigations	158	127	80.4%	169.7	164.3	-3.1%
All Complaint Closures	256			509.8	428.8	-15.9%
Merit Decisions (no AJ)	41	11	26.8%	604.1	611.1	1.2%
Dismissal Decisions (no AJ)	62			171.3	112.5	-34.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	290							
Total Closures	256							
Settlements	61	23.8%						
Withdrawals	30	11.7%						
Total Final Agency Actions	165	64.5%	103	62.4%	61	37%	1	0.6%
Dismissals	66	40%	62	93.9%	4	6.1%	0	0%
Merit Decisions	99	60%	41	41.4%	57	57.6%	1	1%
Finding Discrimination	6	6.1%	2	33.3%	3	50%	1	16.7%
Finding No Discrimination	93	93.9%	39	41.9%	54	58.1%	0	0%

Department of Homeland Security (DHS)

Permanent Work Force: 135,267

Temporary Work Force: 26,865

Total Work Force: 162,132

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	135,267	67.73%	32.27%	18.46%	60.32%	15.56%	4.83%	0.84%	0.46%
Major Occupations:									
General Inspection, Investigation, & Comp.	15,742	75.21%	24.79%	16.74%	66.21%	10.68%	5.42%	0.95%	0.17%
Criminal Investigating	9,640	86.29%	13.71%	14.02%	76.04%	6.37%	2.94%	0.63%	0.02%
Border Patrol Agent	11,110	94.59%	5.41%	50.30%	46.92%	1.30%	1.03%	0.46%	0.02%
GS-14 and GS-15*	8,938	69.39%	30.61%	7.87%	79.89%	9.15%	2.56%	0.53%	0.17%
Senior Pay Level*	483	78.47%	21.53%	5.59%	85.71%	5.59%	2.69%	0.41%	0.00%
First-Level Officials/Managers	4,589	71.39%	28.61%	28.35%	58.05%	9.39%	3.49%	0.72%	0.26%
Mid-Level Officials/Managers	5,578	73.36%	26.64%	14.06%	74.33%	8.03%	3.01%	0.57%	0.11%
Senior-Level Officials/Managers	2,244	73.89%	26.11%	6.60%	84.22%	6.95%	1.78%	0.45%	0.18%
Unclassified Managers	7,328	75.56%	24.44%	9.54%	71.38%	13.47%	4.23%	1.38%	0.45%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 2,221 pre-complaint counselings (without remands) completed in FY 2005, DHS timely processed 84.4%.

II. Issues and Bases of Complaints Filed

Of the 1,168 complaints filed at DHS, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Termination. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Female.

III. Complaint Processing Times

DHS' average time for completing an investigation was 330 days. The government-wide average was 237 days in FY 2005.

DHS' average processing time for all complaint closures increased from 534 days in FY 2004 to 675 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DHS had a total of 2,380 complaints pending at the end of FY 2005, with 11 pending acknowledgment; 1,027 pending investigation for an average of 250 days; and 642 pending the issuance of final decisions for an average of 652 days.

V. Costs

DHS agreed to pay \$20,058 for 199 pre-complaint settlements, of which 10 were monetary settlements averaging \$2,006. DHS expended a total of \$2,589,137 for 930 complaint investigations, for an average expenditure of \$2,784.

DHS agreed to pay a total of \$1,627,343 for 184 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,844.

Department of Homeland Security (DHS)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,315		906		2,221	
Settlements	35	2.7%	164	18.1%	199	9%
No Complaints Filed	339	25.8%	334	36.9%	673	30.3%
Complaints Filed*					1,062	47.8%
Decision to File Complaint Pending at End of Fiscal Year					287	12.9%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	2,447	2,097	85.7%	768	31.4%
FY 2005 Completed/Ended Counselings	2,221	1,870	84.2%	921	41.5%
Percentage Change from FY 2004 to FY 2005	-9.2%	-10.8%		19.9%	
FY 2004 Complaint Workload **	3,379	611	18.1%	49	1.5%
FY 2005 Complaint Workload **	3,754	561	14.9%	56	1.5%
Percentage Change from FY 2004 to FY 2005	11.1%	-8.2%		14.3%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	2,221	1,874	84.4%			
All Investigations	930	217	23.3%	256.5	330.2	28.7%
All Complaint Closures	1,374			534.1	674.7	26.3%
Merit Decisions (no AJ)	551	0	0%	902.5	979.5	8.5%
Dismissal Decisions (no AJ)	296			235.5	252.19	7.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1,168							
Total Closures	1,374							
Settlements	176	12.8%						
Withdrawals	86	6.3%						
Total Final Agency Actions	1,112	80.9%	847	76.2%	261	23.5%	4	0.4%
Dismissals	305	27.4%	296	97.1%	8	2.6%	1	0.3%
Merit Decisions	807	72.6%	551	68.3%	253	31.4%	3	0.4%
Finding Discrimination	11	1.4%	2	18.2%	6	54.5%	3	27.3%
Finding No Discrimination	796	98.6%	549	69%	247	31%	0	0%

Department of Housing and Urban Development (HUD)

Permanent Work Force: 9,674

Temporary Work Force: 247

Total Work Force: 9,921

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	9,674	39.79%	60.21%	7.17%	50.58%	36.93%	4.24%	1.08%	1.33%
Major Occupations:									
Miscellaneous Administration and Program	1,456	44.09%	55.91%	7.62%	51.24%	37.02%	3.43%	0.69%	0.82%
Management and Program Analysis	542	33.39%	66.61%	4.24%	43.73%	48.34%	2.95%	0.74%	1.66%
General Business and Industry	3,027	38.49%	61.51%	7.83%	56.13%	31.62%	2.84%	1.59%	0.99%
GS-14 and GS-15*	2,369	54.28%	45.72%	5.70%	59.52%	30.52%	3.55%	0.72%	0.72%
Senior Pay Level*	227	64.76%	35.24%	5.29%	70.93%	19.82%	3.52%	0.44%	1.76%
First-Level Officials/Managers	3	33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	718	52.65%	47.35%	8.64%	59.89%	27.58%	3.34%	0.56%	0.28%
Senior-Level Officials/Managers	718	62.12%	37.88%	5.15%	62.53%	27.99%	3.06%	1.25%	1.11%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 156 pre-complaint counselings (without remands) completed in FY 2005, HUD timely processed 62.8%.

II. Issues and Bases of Complaints Filed

Of the 105 complaints filed at HUD, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Evaluation/Appraisal. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Female.

III. Complaint Processing Times

HUD's average time for completing an investigation was 309 days. The government-wide average was 237 days in FY 2005.

HUD's average processing time for all complaint closures decreased from 809 days in FY 2004 to 520 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

HUD had a total of 147 complaints pending at the end of FY 2005, with 5 pending acknowledgment; 48 pending investigation for an average of 196 days; and 24 pending the issuance of final decisions for an average of 453 days.

V. Costs

HUD made no payments in FY 2005 for pre-complaint settlements with benefits. HUD expended a total of \$242,862 for 106 complaint investigations, for an average expenditure of \$2,291.

HUD agreed to pay a total of \$770,963 for 34 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$22,675.

Department of Housing and Urban Development (HUD)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	126		30		156	
Settlements	6	4.8%	4	13.3%	10	6.4%
No Complaints Filed	27	21.4%	18	60%	45	28.9%
Complaints Filed*					88	56.4%
Decision to File Complaint Pending at End of Fiscal Year					13	8.3%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	154		150	97.4%	37	24%
FY 2005 Completed/Ended Counselings	156		152	97.4%	32	20.5%
Percentage Change from FY 2004 to FY 2005	1.3%		1.3%		-13.5%	
FY 2004 Complaint Workload **	358		26	7.3%	17	4.8%
FY 2005 Complaint Workload **	295		32	10.9%	25	8.5%
Percentage Change from FY 2004 to FY 2005	-17.6%		23.1%		47.1%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	156	98	62.8%			
All Investigations	106	16	15.1%	385.1	308.6	-19.9%
All Complaint Closures	148			809.4	519.8	-35.8%
Merit Decisions (no AJ)	45	17	37.8%	1,297.4	669.8	-48.4%
Dismissal Decisions (no AJ)	31			481.9	167.9	-65.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	105							
Total Closures	148							
Settlements	33	22.3%						
Withdrawals	8	5.4%						
Total Final Agency Actions	107	72.3%	76	71%	31	29%	0	0%
Dismissals	31	29%	31	100%	0	0%	0	0%
Merit Decisions	76	71%	45	59.2%	31	40.8%	0	0%
Finding Discrimination	1	1.3%	0	0%	1	100%	0	0%
Finding No Discrimination	75	98.7%	45	60%	30	40%	0	0%

Department of the Interior (DOI)

Permanent Work Force: 59,721

Temporary Work Force: 16,955

Total Work Force: 76,676

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	59,721	61.01%	38.99%	5.04%	74.67%	5.84%	2.17%	12.27%	0.97%
Major Occupations:									
Park Ranger	5,258	65.33%	34.67%	3.59%	88.06%	3.86%	1.77%	2.72%	0.74%
Miscellaneous Administration and Program	2,491	46.09%	53.91%	5.06%	69.41%	7.71%	1.57%	16.26%	0.48%
Gen. Natural Resources Mgt. and Bio. Sci.	3,664	66.70%	33.30%	3.14%	90.91%	1.09%	1.61%	3.25%	0.55%
GS-14 and GS-15*	5,005	71.23%	28.77%	2.78%	82.54%	4.18%	2.32%	8.19%	0.36%
Senior Pay Level*	368	72.01%	27.99%	2.99%	79.89%	5.71%	1.90%	9.51%	0.00%
First-Level Officials/Managers	4,598	66.81%	33.19%	4.72%	79.49%	3.41%	1.46%	10.92%	0.70%
Mid-Level Officials/Managers	4,404	71.30%	28.70%	4.36%	81.56%	3.18%	1.70%	9.20%	0.43%
Senior-Level Officials/Managers	1,296	70.60%	29.40%	2.24%	82.10%	4.17%	1.70%	9.80%	0.23%
Unclassified Managers	1,197	84.71%	15.29%	3.76%	61.99%	8.02%	0.92%	25.31%	0.25%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 505 pre-complaint counselings (without remands) completed in FY 2005, DOI timely processed 89.9%.

II. Issues and Bases of Complaints Filed

Of the 333 complaints filed at DOI, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Female.

III. Complaint Processing Times

DOI's average time for completing an investigation was 241 days. The government-wide average was 237 days in FY 2005.

DOI's average processing time for all complaint closures decreased from 542 days in FY 2004 to 515 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DOI had a total of 440 complaints pending at the end of FY 2005, with 42 pending acknowledgment; 194 pending investigation for an average of 181 days; and 39 pending the issuance of final decisions for an average of 459 days.

V. Costs

DOI agreed to pay \$64,115 for 60 pre-complaint settlements, of which 11 were monetary settlements averaging \$5,829. DOI expended a total of \$740,974 for 235 complaint investigations, for an average expenditure of \$3,153.

DOI agreed to pay a total of \$1,621,302 for 104 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$15,589.

Department of the Interior (DOI)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	451		55		506	
Settlements	33	7.3%	27	49.1%	60	11.9%
No Complaints Filed	151	33.5%	6	10.9%	157	31%
Complaints Filed*					265	52.4%
Decision to File Complaint Pending at End of Fiscal Year					24	4.7%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	568	359	63.2%	87	15.3%
FY 2005 Completed/Ended Counselings	506	358	70.8%	62	12.3%
Percentage Change from FY 2004 to FY 2005	-10.9	-0.3%		-28.7%	
FY 2004 Complaint Workload **	785	42	5.4%	29	3.7%
FY 2005 Complaint Workload **	773	17	2.2%	15	1.9%
Percentage Change from FY 2004 to FY 2005	-1.5%	-59.5%		-48.3%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	505	454	89.9%			
All Investigations	235	123	52.3%	217.4	241	10.8%
All Complaint Closures	333			541.6	514.9	-4.9%
Merit Decisions (no AJ)	99	57	57.6%	419.6	492.5	17.4%
Dismissal Decisions (no AJ)	38			376.9	148.71	-60.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	333							
Total Closures	333							
Settlements	99	29.7%						
Withdrawals	15	4.5%						
Total Final Agency Actions	219	65.8%	137	62.6%	77	35.2%	5	2.3%
Dismissals	43	19.6%	38	88.4%	5	11.6%	0	0%
Merit Decisions	176	80.4%	99	56.3%	72	40.9%	5	2.8%
Finding Discrimination	10	5.7%	1	10%	4	40%	5	50%
Finding No Discrimination	166	94.3%	98	59%	68	41%	0	0%

Department of Justice (DOJ)

Permanent Work Force: 101,413

Temporary Work Force: 2,685

Total Work Force: 104,098

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	101,413	60.20%	39.80%	8.69%	70.18%	17.47%	2.83%	0.82%	0.39%
Major Occupations:									
Correctional Officer	15,565	86.39%	13.61%	12.78%	60.64%	23.84%	1.40%	1.34%	0.22%
General Attorney	9,195	62.74%	37.26%	4.90%	83.88%	7.21%	3.59%	0.41%	0.45%
Criminal Investigating	22,077	84.89%	15.11%	7.99%	82.18%	6.29%	3.03%	0.51%	0.05%
GS-14 and GS-15*	12,075	68.85%	31.15%	5.91%	79.89%	10.51%	3.17%	0.51%	0.41%
Senior Pay Level*	4,314	69.96%	30.04%	5.05%	85.49%	7.00%	2.02%	0.44%	0.25%
First-Level Officials/Managers	4,050	61.83%	38.17%	10.69%	63.80%	21.88%	2.10%	1.48%	0.30%
Mid-Level Officials/Managers	6,519	72.28%	27.72%	7.98%	76.42%	12.20%	2.39%	0.78%	0.31%
Senior-Level Officials/Managers	3,853	72.98%	27.02%	5.11%	83.18%	9.06%	2.10%	0.44%	0.36%
Unclassified Managers	4,492	90.00%	10.00%	9.31%	71.08%	17.03%	1.02%	1.56%	0.18%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 1,901 pre-complaint counselings (without remands) completed in FY 2005, DOJ timely processed 96.2%.

II. Issues and Bases of Complaints Filed

Of the 680 complaints filed at DOJ, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Sex - Female; and (3) Race - Black.

III. Complaint Processing Times

DOJ's average time for completing an investigation was 263 days. The government-wide average was 237 days in FY 2005.

DOJ's average processing time for all complaint closures decreased from 565 days in FY 2004 to 254 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DOJ had a total of 609 complaints pending at the end of FY 2005, with 45 pending acknowledgment; 195 pending investigation for an average of 171 days; and 152 pending the issuance of final decisions for an average of 405 days.

V. Costs

DOJ agreed to pay \$22,180 for 156 pre-complaint settlements, of which 4 were monetary settlements averaging \$5,545. DOJ expended a total of \$1,662,663 for 411 complaint investigations, for an average expenditure of \$4,045.

DOJ agreed to pay a total of \$576,424 for 156 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$3,695.

Department of Justice (DOJ)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,825		77		1,902	
Settlements	114	6.2%	42	54.6%	156	8.2%
No Complaints Filed	900	49.3%	15	19.5%	915	48.1%
Complaints Filed*					619	32.5%
Decision to File Complaint Pending at End of Fiscal Year					212	11.2%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	1,835	793	43.2%	84	4.6%
FY 2005 Completed/Ended Counselings	1,902	749	39.4%	73	3.8%
Percentage Change from FY 2004 to FY 2005	-3.7%	-5.5%		-13.1%	
FY 2004 Complaint Workload **	1,850	206	11.1%	26	1.4%
FY 2005 Complaint Workload **	1,533	190	12.4%	26	1.7%
Percentage Change from FY 2004 to FY 2005	-17.1%	-7.8%		0%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	1,901	1,829	96.2%			
All Investigations	411	233	56.7%	266.4	262.5	-1.5%
All Complaint Closures	924			564.6	253.7	-55.1%
Merit Decisions (no AJ)	401	220	54.9%	939.8	250.7	-73.3%
Dismissal Decisions (no AJ)	201			291.5	65.9	-77.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	680							
Total Closures	924							
Settlements	144	15.6%						
Withdrawals	39	4.2%						
Total Final Agency Actions	741	80.2%	602	81.2%	137	18.5%	2	0.3%
Dismissals	212	28.6%	201	94.8%	11	5.2%	0	0%
Merit Decisions	529	71.4%	401	75.8%	126	23.8%	2	0.4%
Finding Discrimination	14	2.6%	4	28.6%	8	57.1%	2	14.3%
Finding No Discrimination	515	97.4%	397	77.1%	118	22.9%	0	0%

Department of Labor (DOL)[†]

Permanent Work Force: 15,025

Temporary Work Force: 355

Total Work Force: 15,380

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	15,025	50.19%	49.81%	6.94%	64.67%	23.51%	4.19%	0.69%	1.30%
Major Occupations:									
Economist	1,347	64.51%	35.49%	3.12%	80.48%	11.58%	4.60%	0.22%	0.74%
Auditing	205	62.44%	37.56%	4.39%	59.02%	25.85%	10.24%	0.49%	0.00%
Industrial Hygiene	475	61.26%	38.74%	6.74%	76.63%	12.00%	4.21%	0.42%	0.42%
GS-14 and GS-15*	2,346	60.02%	39.98%	4.43%	76.73%	14.45%	3.62%	0.77%	1.24%
Senior Pay Level*	245	68.98%	31.02%	4.49%	82.86%	8.98%	3.27%	0.41%	0.00%
First-Level Officials/Managers	72	19.44%	80.56%	2.78%	52.78%	43.06%	1.39%	0.00%	0.00%
Mid-Level Officials/Managers	1,364	67.60%	32.40%	6.45%	75.37%	14.81%	2.35%	1.03%	0.44%
Senior-Level Officials/Managers	754	64.85%	35.15%	3.71%	81.83%	11.80%	2.12%	0.53%	0.53%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 227 pre-complaint counselings (without remands) completed in FY 2005, DOL timely processed 94.3%.

II. Issues and Bases of Complaints Filed

Of the 144 complaints filed at DOL, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

DOL's average time for completing an investigation was 406 days. The government-wide average was 237 days in FY 2005.

DOL's average processing time for all complaint closures decreased from 894 days in FY 2004 to 680 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DOL had a total of 271 complaints pending at the end of FY 2005, with 3 pending acknowledgment; 135 pending investigation for an average of 248 days; and 35 pending the issuance of final decisions for an average of 570 days.

V. Costs

DOL agreed to pay \$18,999 for 10 pre-complaint settlements, of which 3 were monetary settlements averaging \$6,333. DOL expended a total of \$305,313 for 66 complaint investigations, for an average expenditure of \$4,626.

DOL agreed to pay a total of \$445,012 for 34 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$13,089.

[†] During the comment period on this report, DOL notified EEOC that inaccurate data had been submitted on its FY 2005 Form 462 Report. Contact the agency's EEO office for specific information.

Department of Labor (DOL)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	163		64		227	
Settlements	0	0%	10	15.6%	10	4.4%
No Complaints Filed	26	16%	4	6.3%	30	13.2%
Complaints Filed*					179	78.9%
Decision to File Complaint Pending at End of Fiscal Year					8	3.5%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	221	241	100%	24	10.9%
FY 2005 Completed/Ended Counselings	227	242	100%	69	30.4%
Percentage Change from FY 2004 to FY 2005	2.7%	0.4%		187.5%	
FY 2004 Complaint Workload **	443	129	29.1%	57	12.9%
FY 2005 Complaint Workload **	394	143	36.3%	43	10.9%
Percentage Change from FY 2004 to FY 2005	-11.1%	10.9%		-24.6%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	227	214	94.3%			
All Investigations	66	19	28.8%	300.4	405.8	35.1%
All Complaint Closures	123			894.2	680.1	-23.9%
Merit Decisions (no AJ)	16	1	6.3%	1,187.1	1,006.9	-15.2%
Dismissal Decisions (no AJ)	49			372.7	387.27	3.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	144							
Total Closures	123							
Settlements	32	26%						
Withdrawals	8	6.5%						
Total Final Agency Actions	83	67.5%	65	78.3%	18	21.7%	0	0%
Dismissals	52	62.7%	49	94.2%	3	5.8%	0	0%
Merit Decisions	31	37.3%	16	51.6%	15	48.4%	0	0%
Finding Discrimination	2	6.5%	2	100%	0	0%	0	0%
Finding No Discrimination	29	93.5%	14	48.3%	15	51.7%	0	0%

National Aeronautics and Space Administration (NASA)

Permanent Work Force: 17,704

Temporary Work Force: 1,082

Total Work Force: 18,786

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	17,704	65.20%	34.80%	5.30%	76.21%	11.71%	5.93%	0.84%	0.97%
Major Occupations:									
General Engineering	2,780	78.17%	21.83%	6.40%	81.69%	5.97%	5.07%	0.86%	0.43%
Electronics Engineering	881	85.13%	14.87%	5.68%	74.46%	7.26%	11.80%	0.79%	1.14%
Aerospace Engineering	4,125	81.16%	18.84%	5.28%	80.68%	5.94%	7.49%	0.61%	0.61%
GS-14 and GS-15*	7,657	77.22%	22.78%	4.28%	82.59%	6.18%	6.28%	0.67%	0.52%
Senior Pay Level*	576	80.56%	19.44%	3.30%	84.90%	6.08%	5.03%	0.69%	0.17%
First-Level Officials/Managers	2	50.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	442	65.16%	34.84%	4.52%	77.60%	11.76%	5.66%	0.45%	0.90%
Senior-Level Officials/Managers	1,766	77.41%	22.59%	5.15%	82.96%	6.51%	4.59%	0.79%	0.28%
Unclassified Managers	6	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 59 pre-complaint counselings (without remands) completed in FY 2005, NASA timely processed 94.9%.

II. Issues and Bases of Complaints Filed

Of the 36 complaints filed at NASA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Sex - Female.

III. Complaint Processing Times

NASA's average time for completing an investigation was 290 days. The government-wide average was 237 days in FY 2005.

NASA's average processing time for all complaint closures increased from 525 days in FY 2004 to 682 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NASA had a total of 60 complaints pending at the end of FY 2005, with 1 pending acknowledgment; 21 pending investigation for an average of 162 days; and 26 pending the issuance of final decisions for an average of 776 days.

V. Costs

NASA agreed to pay \$1,000 for 6 pre-complaint settlements, of which 1 was a monetary settlement for \$1,000. NASA expended a total of \$108,143 for 23 complaint investigations, for an average expenditure of \$4,702.

NASA agreed to pay a total of \$212,544 for 21 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$10,121.

National Aeronautics and Space Administration (NASA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	43		16		59	
Settlements	3	7%	3	18.8%	6	10.2%
No Complaints Filed	14	32.6%	1	6.3%	15	25.4%
Complaints Filed*					36	61%
Decision to File Complaint Pending at End of Fiscal Year					2	3.4%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	119	105	88.2%	10	8.4%
FY 2005 Completed/Ended Counselings	59	64	100%	22	37.3%
Percentage Change from FY 2004 to FY 2005	-50.4%	-39%		120%	
FY 2004 Complaint Workload **	121	33	27.3%	29	24%
FY 2005 Complaint Workload **	110	23	20.9%	8	7.3%
Percentage Change from FY 2004 to FY 2005	-9.1%	-30.3%		-72.4%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	59	56	94.9%			
All Investigations	23	22	95.7%	216.1	290.2	34.3%
All Complaint Closures	50			525	682.1	29.9%
Merit Decisions (no AJ)	12	0	0%	662.8	1,174.3	77.2%
Dismissal Decisions (no AJ)	13			199.3	222.92	11.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	36							
Total Closures	50							
Settlements	21	42%						
Withdrawals	0	0%						
Total Final Agency Actions	29	58%	25	86.2%	4	13.8%	0	0%
Dismissals	13	44.8%	13	100%	0	0%	0	0%
Merit Decisions	16	55.2%	12	75%	4	25%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	16	100%	12	75%	4	25%	0	0%

National Archives and Records Administration (NARA)

Permanent Work Force: 2,653

Temporary Work Force: 390

Total Work Force: 3,043

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	2,653	47.00%	53.00%	1.51%	66.23%	29.36%	2.53%	0.38%	1.70%
Major Occupations:									
Archivist	322	59.94%	40.06%	0.00%	91.61%	6.83%	1.24%	0.31%	1.24%
GS-14 and GS-15*	224	58.48%	41.52%	1.79%	82.14%	12.05%	4.02%	0.00%	0.45%
Senior Pay Level*	26	76.92%	23.08%	0.00%	96.15%	0.00%	3.85%	0.00%	0.00%
First-Level Officials/Managers	110	43.64%	56.36%	0.91%	64.55%	34.55%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	168	62.50%	37.50%	0.60%	88.10%	9.52%	1.79%	0.00%	0.00%
Senior-Level Officials/Managers	90	68.89%	31.11%	2.22%	90.00%	5.56%	2.22%	0.00%	0.00%
Unclassified Managers	3	100.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 38 pre-complaint counselings (without remands) completed in FY 2005, NARA timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 10 complaints filed at NARA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Disparate Treatment; and (3) Harassment - Non-Sexual. The top 3 bases of alleged discrimination were: (1) Race - Black; (2) Disability - Physical; and (3) Reprisal.

III. Complaint Processing Times

NARA's average time for completing an investigation was 234 days. The government-wide average was 237 days in FY 2005.

NARA's average processing time for all complaint closures decreased from 835 days in FY 2004 to 676 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NARA had a total of 11 complaints pending at the end of FY 2005, with none pending acknowledgment; 3 pending investigation for an average of 61 days; and 2 pending the issuance of final decisions for an average of 239 days.

V. Costs

NARA made no payments in FY 2005 for pre-complaint settlements with benefits. NARA expended a total of \$27,330 for 10 complaint investigations, for an average expenditure of \$2,733.

NARA made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

National Archives and Records Administration (NARA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	20		18		38	
Settlements	4	20%	13	72.2%	17	44.7%
No Complaints Filed	8	40%	2	11.1%	10	26.3%
Complaints Filed*					11	29%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	53	33	62.3%	22	41.5%
FY 2005 Completed/Ended Counselings	38	28	73.7%	19	50%
Percentage Change from FY 2004 to FY 2005	-28.3%	-15.2%		-13.6%	
FY 2004 Complaint Workload **	44	1	2.3%	1	2.3%
FY 2005 Complaint Workload **	25	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-43.2%	-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	38	38	100%			
All Investigations	10	4	40%	220.6	234.1	6.1%
All Complaint Closures	14			834.8	675.8	-19%
Merit Decisions (no AJ)	5	0	0%	1,133.1	778.8	-31.3%
Dismissal Decisions (no AJ)	0			36	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	10							
Total Closures	14							
Settlements	1	7.1%						
Withdrawals	0	0%						
Total Final Agency Actions	13	92.9%	5	38.5%	8	61.5%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	13	100%	5	38.5%	8	61.5%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	13	100%	5	38.5%	8	61.5%	0	0%

National Credit Union Administration (NCUA)[†]

Permanent Work Force: 869

Temporary Work Force: 30

Total Work Force: 899

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	869	55.93%	44.07%	4.14%	79.52%	12.66%	3.34%	0.35%	0.35%
Major Occupations:									
Credit Union Examiner	677	62.04%	37.96%	3.55%	85.23%	7.39%	3.69%	0.15%	0.00%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	36	72.22%	27.78%	0.00%	88.89%	8.33%	2.78%	0.00%	0.00%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	36	72.22%	27.78%	0.00%	88.89%	8.33%	2.78%	0.00%	0.00%
Unclassified Managers	97	65.98%	34.02%	5.15%	85.57%	9.28%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 5 pre-complaint counselings (without remands) completed in FY 2005, NCUA timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 5 complaints filed at NCUA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Appointment/Hire; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Age; (2) Reprisal; and (3) Sex - Male.

III. Complaint Processing Times

NCUA's average time for completing an investigation was 113 days. The government-wide average was 237 days in FY 2005.

NCUA's average processing time for all complaint closures decreased from 1,359 days in FY 2004 to 97 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NCUA had a total of 7 complaints pending at the end of FY 2005, with none pending acknowledgment; 2 pending investigation for an average of 84 days; and 3 pending the issuance of final decisions for an average of 1,136 days.

V. Costs

NCUA made no payments in FY 2005 for pre-complaint settlements with benefits. NCUA expended a total of \$13,983 for 4 complaint investigations, for an average expenditure of \$3,496.

NCUA made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

[†] During the comment period on this report, NCUA notified EEOC that inaccurate data had been submitted on its FY 2005 Form 462 Report. Contact the agency's EEO office for specific information.

National Credit Union Administration (NCUA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	5		0		5	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	0	0%	0	--	0	0%
Complaints Filed*					5	100%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	7	1	14.3%	1	14.3%
FY 2005 Completed/Ended Counselings	5	5	100%	0	0%
Percentage Change from FY 2004 to FY 2005	-28.6%	400%		-100%	
FY 2004 Complaint Workload **	17	0	0%	0	0%
FY 2005 Complaint Workload **	13	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-23.5%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	5	5	100%			
All Investigations	4	4	100%	105.3	113.3	7.5%
All Complaint Closures	6			1,359	97.2	-92.8%
Merit Decisions (no AJ)	3	2	66.7%	1,506	194.3	-87.1%
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	5							
Total Closures	6							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	6	100%	3	50%	3	50%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	6	100%	3	50%	3	50%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	6	100%	3	50%	3	50%	0	0%

National Gallery of Art (NGA)

Permanent Work Force: 780

Temporary Work Force: 30

Total Work Force: 810

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	780	58.97%	41.03%	2.05%	49.87%	46.28%	1.54%	0.26%	0.77%
Major Occupations:									
GS-14 and GS-15*	73	42.47%	57.53%	2.74%	89.04%	4.11%	4.11%	0.00%	0.00%
Senior Pay Level*	23	52.17%	47.83%	0.00%	91.30%	4.35%	4.35%	0.00%	0.00%
First-Level Officials/Managers	48	83.33%	16.67%	0.00%	22.92%	77.08%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	40	60.00%	40.00%	0.00%	95.00%	2.50%	2.50%	0.00%	0.00%
Senior-Level Officials/Managers	32	50.00%	50.00%	0.00%	96.88%	0.00%	3.13%	0.00%	0.00%
Unclassified Managers	7	57.14%	42.86%	0.00%	14.29%	85.71%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 4 pre-complaint counselings (without remands) completed in FY 2005, NGA timely processed 75%.

II. Issues and Bases of Complaints Filed

No complaints of discrimination were filed at NGA in FY 2005.

III. Complaint Processing Times

NGA's average time for completing an investigation was 115 days. The government-wide average was 237 days in FY 2005.

NGA's average processing time for all complaint closures decreased from 737 days in FY 2004 to 413 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NGA had a total of 2 complaints pending at the end of FY 2005, with none pending acknowledgment; none pending investigation; and none pending the issuance of final decisions.

V. Costs

NGA made no payments in FY 2005 for pre-complaint settlements with benefits. NGA expended a total of \$3,500 for 1 complaint investigation, for an average expenditure of \$3,500.

NGA agreed to pay a total of \$8,000 for 3 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$2,667.

National Gallery of Art (NGA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4		0		4	
Settlements	3	75%	0	0%	3	75%
No Complaints Filed	1	25%	0	--	1	25%
Complaints Filed*					0	0%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	11	11	100%	1	9.1%
FY 2005 Completed/Ended Counselings	4	8	100%	0	0%
Percentage Change from FY 2004 to FY 2005	-63.6%	-27.3%		-100%	
FY 2004 Complaint Workload **	18	11	61.1%	1	5.6%
FY 2005 Complaint Workload **	7	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-61.1%	-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	4	3	75%			
All Investigations	1	1	100%	148.1	115	-22.4%
All Complaint Closures	5			737.0	412.6	-44.0%
Merit Decisions (no AJ)	0	0	0%	213.5	0	-100%
Dismissal Decisions (no AJ)	0			18.5	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	0							
Total Closures	5							
Settlements	3	60%						
Withdrawals	1	20%						
Total Final Agency Actions	1	20%	0	0%	1	100%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	1	100%	0	0%	1	100%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	1	100%	0	0%	1	100%	0	0%

National Labor Relations Board (NLRB)

Permanent Work Force: 1,849

Temporary Work Force: 21

Total Work Force: 1,870

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,849	38.78%	61.22%	8.65%	66.58%	21.47%	3.03%	0.27%	0.76%
Major Occupations:									
Labor-Management Relations Examining	368	50.54%	49.46%	9.51%	80.71%	7.34%	2.45%	0.00%	1.09%
General Attorney	755	49.01%	50.99%	7.42%	79.07%	10.07%	3.05%	0.40%	0.53%
GS-14 and GS-15*	783	52.23%	47.77%	6.39%	78.93%	11.62%	2.68%	0.38%	0.77%
Senior Pay Level*	113	78.76%	21.24%	5.31%	86.73%	7.96%	0.00%	0.00%	0.00%
First-Level Officials/Managers	50	8.00%	92.00%	6.00%	48.00%	40.00%	4.00%	2.00%	0.00%
Mid-Level Officials/Managers	126	53.17%	46.83%	4.76%	63.49%	25.40%	5.56%	0.79%	1.59%
Senior-Level Officials/Managers	275	68.36%	31.64%	5.82%	83.64%	9.45%	1.09%	0.00%	1.09%
Unclassified Managers	1	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 20 pre-complaint counselings (without remands) completed in FY 2005, NLRB timely processed 75%.

II. Issues and Bases of Complaints Filed

Of the 4 complaints filed at NLRB, the top 3 issues of alleged discrimination were: (1) Terms/Conditions of Employment; (2) Awards; and (3) Evaluation/ Appraisal. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Sex - Female; and (3) Race - Black.

III. Complaint Processing Times

NLRB's average time for completing an investigation was 210 days. The government-wide average was 237 days in FY 2005.

NLRB's average processing time for all complaint closures decreased from 1,035 days in FY 2004 to 912 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NLRB had a total of 4 complaints pending at the end of FY 2005, with none pending acknowledgment; none pending investigation; and none pending the issuance of final decisions.

V. Costs

NLRB made no payments in FY 2005 for pre-complaint settlements with benefits. NLRB expended a total of \$25,000 for 6 complaint investigations, for an average expenditure of \$4,167.

NLRB agreed to pay a total of \$117,058 for 5 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$23,412.

National Labor Relations Board (NLRB)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	17		3		20	
Settlements	3	17.6%	1	33.3%	4	20%
No Complaints Filed	9	52.9%	0	0%	9	45%
Complaints Filed*					4	20%
Decision to File Complaint Pending at End of Fiscal Year					3	15%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	24		10	41.7%	1	4.2%
FY 2005 Completed/Ended Counselings	20		9	45%	3	15%
Percentage Change from FY 2004 to FY 2005	-16.7%		-10%		200%	
FY 2004 Complaint Workload **	36		3	8.3%	3	8.3%
FY 2005 Complaint Workload **	16		0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-55.6%		-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	20	15	75%			
All Investigations	6	5	83.3%	238	210.2	-11.7%
All Complaint Closures	12			1,034.5	911.9	-11.8%
Merit Decisions (no AJ)	2	1	50%	1,625	343	-78.9%
Dismissal Decisions (no AJ)	0			170	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	4							
Total Closures	12							
Settlements	5	41.7%						
Withdrawals	0	0%						
Total Final Agency Actions	7	58.3%	2	28.6%	5	71.4%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	7	100%	2	28.6%	5	71.4%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	7	100%	2	28.6%	5	71.4%	0	0%

National Science Foundation (NSF)

Permanent Work Force: 1,109

Temporary Work Force: 230

Total Work Force: 1,339

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,109	36.52%	63.48%	2.34%	58.43%	33.81%	5.23%	0.18%	1.08%
Major Occupations:									
Misc. Clerk and Assistant	137	11.68%	88.32%	2.19%	16.79%	76.64%	4.38%	0.00%	2.19%
Misc. Administration and Program	124	25.81%	74.19%	0.81%	45.97%	49.19%	4.03%	0.00%	0.81%
GS-14 and GS-15*	174	43.10%	56.90%	1.72%	79.89%	12.64%	5.17%	0.57%	0.00%
Senior Pay Level*	345	62.90%	37.10%	4.06%	82.03%	5.80%	7.83%	0.29%	1.16%
First-Level Officials/Managers	26	0.00%	100.00%	0.00%	15.38%	84.62%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	22	31.82%	68.18%	4.55%	68.18%	27.27%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	157	53.50%	46.50%	4.46%	83.44%	8.28%	3.82%	0.00%	1.27%
Unclassified Managers	12	41.67%	58.33%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 2 pre-complaint counselings (without remands) completed in FY 2005, NSF timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the one complaint filed at NSF, the top issue of alleged discrimination was Promotion/Non-Selection. The top 2 bases of alleged discrimination were: (1) Race - White; and (2) Sex - Female.

III. Complaint Processing Times

NSF's completed no investigations in FY 2005. NSF's average processing time for all complaint closures decreased from 470 days in FY 2004 to 236 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NSF had a total of 2 complaints pending at the end of FY 2005, with none pending acknowledgment; none pending investigation; and none pending the issuance of final decisions.

V. Costs

NSF made no payments in FY 2005 for pre-complaint settlements with benefits. NSF had no expenditures in FY 2005 for investigations.

NSF made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

National Science Foundation (NSF)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	0		2		2	
Settlements	0	--	0	0%	0	0%
No Complaints Filed	0	--	2	100%	2	100%
Complaints Filed*					0	0%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	7	5	71.4%	0	0%
FY 2005 Completed/Ended Counselings	2	3	100%	2	100%
Percentage Change from FY 2004 to FY 2005	-71.4%	-40%		--	
FY 2004 Complaint Workload **	11	3	27.3%	1	9.1%
FY 2005 Complaint Workload **	4	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-63.6%	-100%		-100%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	2	2	100%			
All Investigations	0	0	0%	144.3	0	-100%
All Complaint Closures	2			469.9	236	-49.8%
Merit Decisions (no AJ)	2	2	100%	0	236	--
Dismissal Decisions (no AJ)	0			250.7	0	-100%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	1							
Total Closures	2							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	2	100%	2	100%	0	0%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	2	100%	2	100%	0	0%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	2	100%	2	100%	0	0%	0	0%

Department of the Navy (NAVY)

Permanent Work Force: 169,596

Temporary Work Force: 5,132

Total Work Force: 174,728

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	169,596	70.37%	29.63%	4.39%	71.89%	12.57%	10.47%	0.68%	0.87%
Major Occupations:									
Management and Program Analysis	6,149	37.42%	62.58%	3.81%	76.47%	13.19%	6.05%	0.49%	0.57%
Electronics Engineering	8,748	90.11%	9.89%	5.19%	73.65%	3.89%	17.02%	0.25%	0.48%
Information Technology Management	7,171	60.33%	39.67%	3.83%	77.87%	10.71%	7.06%	0.53%	1.06%
GS-14 and GS-15*	12,598	80.21%	19.79%	2.33%	88.24%	4.33%	4.72%	0.38%	0.34%
Senior Pay Level*	747	86.21%	13.79%	1.61%	91.03%	1.74%	4.95%	0.67%	0.00%
First-Level Officials/Managers	6,520	62.33%	37.67%	3.93%	73.90%	13.93%	7.38%	0.86%	0.40%
Mid-Level Officials/Managers	10,565	75.64%	24.36%	2.68%	84.40%	6.29%	6.16%	0.46%	0.43%
Senior-Level Officials/Managers	3,597	82.82%	17.18%	1.78%	91.10%	3.50%	3.22%	0.39%	0.31%
Unclassified Managers	3,434	95.02%	4.98%	3.41%	70.97%	11.04%	13.72%	0.87%	0.52%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 1,267 pre-complaint counselings (without remands) completed in FY 2005, NAVY timely processed 51.6%.

II. Issues and Bases of Complaints Filed

Of the 588 complaints filed at NAVY, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Terms/Conditions of Employment. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

NAVY's average time for completing an investigation was 260 days. The government-wide average was 237 days in FY 2005.

NAVY's average processing time for all complaint closures decreased from 575 days in FY 2004 to 452 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NAVY had a total of 648 complaints pending at the end of FY 2005, with 21 pending acknowledgment; 338 pending investigation for an average of 211 days; and 117 pending the issuance of final decisions for an average of 447 days.

V. Costs

NAVY agreed to pay \$97,761 for 152 pre-complaint settlements, of which 12 were monetary settlements averaging \$8,147. NAVY expended a total of \$3,069,320 for 331 complaint investigations, for an average expenditure of \$9,273.

NAVY agreed to pay a total of \$922,691 for 191 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,831.

Department of the Navy (NAVY)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1,112		155		1,267	
Settlements	129	11.6%	23	14.8%	152	12%
No Complaints Filed	498	44.8%	6	3.9%	504	39.8%
Complaints Filed*					588	46.4%
Decision to File Complaint Pending at End of Fiscal Year					23	1.8%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	1,250	231	18.5%	140	11.2%
FY 2005 Completed/Ended Counselings	1,267	305	24.1%	138	10.9%
Percentage Change from FY 2004 to FY 2005	1.4%	32%		-1.4%	
FY 2004 Complaint Workload **	1,692	39	2.3%	24	1.4%
FY 2005 Complaint Workload **	1,381	22	1.6%	17	1.2%
Percentage Change from FY 2004 to FY 2005	-18.4%	-43.6%		-29.2%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	1,267	654	51.6%			
All Investigations	331	87	26.3%	299	259.9	-13.1%
All Complaint Closures	733			575.2	451.7	-21.5%
Merit Decisions (no AJ)	189	145	76.7%	589.4	576.8	-2.1%
Dismissal Decisions (no AJ)	150			144.9	187.17	29.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	588							
Total Closures	733							
Settlements	186	25.4%						
Withdrawals	71	9.7%						
Total Final Agency Actions	476	64.9%	339	71.2%	135	28.4%	2	0.4%
Dismissals	160	33.6%	150	93.8%	10	6.3%	0	0%
Merit Decisions	316	66.4%	189	59.8%	125	39.6%	2	0.6%
Finding Discrimination	7	2.2%	0	0%	5	71.4%	2	28.6%
Finding No Discrimination	309	97.8%	189	61.2%	120	38.8%	0	0%

Nuclear Regulatory Commission (NRC)

Permanent Work Force: 3,137

Temporary Work Force: 158

Total Work Force: 3,295

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	3,137	62.58%	37.42%	4.46%	73.38%	13.74%	7.97%	0.45%	0.99%
Major Occupations:									
Secretary	245	2.86%	97.14%	4.90%	61.22%	27.76%	5.31%	0.82%	1.22%
General Engineering	865	83.47%	16.53%	6.47%	74.68%	7.40%	11.10%	0.35%	0.92%
Nuclear Engineering	417	93.29%	6.71%	4.56%	86.57%	2.88%	5.52%	0.48%	0.48%
GS-14 and GS-15*	1,570	76.94%	23.06%	2.29%	80.13%	7.58%	9.55%	0.45%	0.70%
Senior Pay Level*	238	84.03%	15.97%	1.68%	88.24%	3.78%	5.88%	0.42%	1.26%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	13	76.92%	23.08%	7.69%	61.54%	23.08%	0.00%	7.69%	0.00%
Senior-Level Officials/Managers	365	79.73%	20.27%	2.47%	81.92%	9.04%	6.03%	0.55%	0.82%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 27 pre-complaint counselings (without remands) completed in FY 2005, NRC timely processed 81.5%.

II. Issues and Bases of Complaints Filed

Of the 9 complaints filed at NRC, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Assignment of Duties; and (3) Training. The top 3 bases of alleged discrimination were: (1) Age; (2) Reprisal; and (3) Race - Black.

III. Complaint Processing Times

NRC's average time for completing an investigation was 320 days. The government-wide average was 237 days in FY 2005.

NRC's average processing time for all complaint closures decreased from 587 days in FY 2004 to 353 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

NRC had a total of 8 complaints pending at the end of FY 2005, with none pending acknowledgment; 6 pending investigation for an average of 122 days; and 1 pending the issuance of final decisions for 657 days.

V. Costs

NRC agreed to pay \$20,693 for 5 pre-complaint settlements, of which 1 was a monetary settlement for \$20,693. NRC expended a total of \$2,500 for 1 complaint investigation, for an average expenditure of \$2,500.

NRC agreed to pay a total of \$36,693 for 7 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$5,242.

Nuclear Regulatory Commission (NRC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	22		5		27	
Settlements	3	13.6%	2	40%	5	18.5%
No Complaints Filed	10	45.5%	1	20%	11	40.7%
Complaints Filed*					9	33.3%
Decision to File Complaint Pending at End of Fiscal Year					2	7.4%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	27	4	14.8%	4	14.8%
FY 2005 Completed/Ended Counselings	27	9	33.3%	6	22.2%
Percentage Change from FY 2004 to FY 2005	0%	125%		50%	
FY 2004 Complaint Workload **	27	0	0%	0	0%
FY 2005 Complaint Workload **	20	5	25%	5	25%
Percentage Change from FY 2004 to FY 2005	-25.9%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	27	22	81.5%			
All Investigations	1	1	100%	85	320	276.5%
All Complaint Closures	12			587.3	353.2	-39.9%
Merit Decisions (no AJ)	1	0	0%	1,328	167	-87.4%
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	9							
Total Closures	12							
Settlements	7	58.3%						
Withdrawals	2	16.7%						
Total Final Agency Actions	3	25%	1	33.3%	2	66.7%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	3	100%	1	33.3%	2	66.7%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	3	100%	1	33.3%	2	66.7%	0	0%

Office of Personnel Management (OPM)

Permanent Work Force: 5,021

Temporary Work Force: 86

Total Work Force: 5,107

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	5,021	40.51%	59.49%	4.08%	68.09%	24.88%	2.33%	0.62%	0.80%
Major Occupations:									
Human Resources Management	385	34.81%	65.19%	4.68%	58.70%	32.21%	3.90%	0.52%	0.52%
Contact Representative	228	21.49%	78.51%	2.19%	71.05%	25.00%	1.32%	0.44%	2.19%
Information Technology Management	166	57.83%	42.17%	3.61%	63.86%	24.10%	7.23%	1.20%	0.00%
GS-14 and GS-15*	510	51.37%	48.63%	3.14%	73.92%	19.02%	3.33%	0.59%	0.39%
Senior Pay Level*	65	67.69%	32.31%	9.23%	81.54%	7.69%	1.54%	0.00%	1.54%
First-Level Officials/Managers	43	37.21%	62.79%	6.98%	53.49%	37.21%	2.33%	0.00%	0.00%
Mid-Level Officials/Managers	216	51.85%	48.15%	2.31%	80.56%	15.28%	1.85%	0.00%	0.46%
Senior-Level Officials/Managers	192	64.06%	35.94%	6.25%	81.25%	10.94%	1.56%	0.00%	0.52%
Unclassified Managers	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 81 pre-complaint counselings (without remands) completed in FY 2005, OPM timely processed 77.8%.

II. Issues and Bases of Complaints Filed

Of the 54 complaints filed at OPM, the top 3 issues of alleged discrimination were: (1) Retirement; (2) Terms/Conditions of Employment; and (3) Harassment - Non-Sexual. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Female.

III. Complaint Processing Times

OPM's average time for completing an investigation was 179 days. The government-wide average was 237 days in FY 2005.

OPM's average processing time for all complaint closures decreased from 588 days in FY 2004 to 346 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

OPM had a total of 36 complaints pending at the end of FY 2005, with 7 pending acknowledgment; 4 pending investigation for an average of 33 days; and 6 pending the issuance of final decisions for an average of 645 days.

V. Costs

OPM agreed to pay \$960 for 2 pre-complaint settlements, of which 1 was a monetary settlement for \$960. OPM expended a total of \$91,599 for 32 complaint investigations, for an average expenditure of \$2,862.

OPM agreed to pay a total of \$68,000 for 3 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$22,667.

Office of Personnel Management (OPM)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	80		1		81	
Settlements	1	1.3%	1	100%	2	2.5%
No Complaints Filed	33	41.3%	0	0%	33	40.7%
Complaints Filed*					45	55.6%
Decision to File Complaint Pending at End of Fiscal Year					1	1.2%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	109	23	21.1%	3	2.8%
FY 2005 Completed/Ended Counselings	81	64	79%	0	0%
Percentage Change from FY 2004 to FY 2005	-25.7%	178.3%		-100%	
FY 2004 Complaint Workload **	109	0	0%	0	0%
FY 2005 Complaint Workload **	139	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	27.5%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	81	63	77.8%			
All Investigations	32	18	56.3%	324.7	179	-44.9%
All Complaint Closures	103			587.8	345.9	-41.2%
Merit Decisions (no AJ)	15	3	20%	0	626.7	--
Dismissal Decisions (no AJ)	67			278.7	147.85	-47%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	54							
Total Closures	103							
Settlements	3	2.9%						
Withdrawals	7	6.8%						
Total Final Agency Actions	93	90.3%	82	88.2%	10	10.8%	1	1.1%
Dismissals	67	72%	67	100%	0	0%	0	0%
Merit Decisions	26	28%	15	57.7%	10	38.5%	1	3.8%
Finding Discrimination	1	3.8%	0	0%	0	0%	1	100%
Finding No Discrimination	25	96.2%	15	60%	10	40%	0	0%

Peace Corps (PC)

Permanent Work Force: 21

Temporary Work Force: 848

Total Work Force: 869

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	21	23.81%	76.19%	4.76%	33.33%	61.90%	0.00%	0.00%	4.76%
Major Occupations:									
Miscellaneous Administration and Program	287	39.72%	60.28%	4.88%	80.14%	11.50%	3.48%	0.00%	0.35%
Program Management	148	60.14%	39.86%	5.41%	84.46%	8.11%	2.03%	0.00%	0.00%
GS-14 and GS-15*	189	53.44%	46.56%	4.76%	77.78%	11.64%	5.82%	0.00%	0.00%
Senior Pay Level*	18	72.22%	27.78%	5.56%	77.78%	11.11%	5.56%	0.00%	0.00%
First-Level Officials/Managers	10	30.00%	70.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	44	36.36%	63.64%	9.09%	72.73%	15.91%	2.27%	0.00%	0.00%
Senior-Level Officials/Managers	46	63.04%	36.96%	4.35%	82.61%	6.52%	6.52%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 9 pre-complaint counselings (without remands) completed in FY 2005, PC timely processed 0%.

II. Issues and Bases of Complaints Filed

Of the 6 complaints filed at PC, the top 3 issues of alleged discrimination were: (1) Disciplinary Action - Reprimand; (2) Disciplinary Action - Removal; and (3) Termination. The top 3 bases of alleged discrimination were: (1) Color; (2) Race - Black; and (3) Sex - Male.

III. Complaint Processing Times

PC's average time for completing an investigation was 191 days. The government-wide average was 237 days in FY 2005.

PC's average processing time for all complaint closures decreased from 1,178 days in FY 2004 to 300 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

PC had a total of 3 complaints pending at the end of FY 2005, with none pending acknowledgment; 1 pending investigation for 150 days; and none pending the issuance of final decisions.

V. Costs

PC made no payments in FY 2005 for pre-complaint settlements with benefits. PC expended a total of \$24,000 for 7 complaint investigations, for an average expenditure of \$3,429.

PC made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

Peace Corps (PC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	9		0		9	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	2	22.2%	0	--	2	22.2%
Complaints Filed*					6	66.7%
Decision to File Complaint Pending at End of Fiscal Year					1	11.1%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	10	0	0%	0	0%
FY 2005 Completed/Ended Counselings	9	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-10%	--		--	
FY 2004 Complaint Workload **	13	0	0%	0	0%
FY 2005 Complaint Workload **	11	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-15.4%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	9	0	0%			
All Investigations	7	7	100%	211.5	191.4	-9.5%
All Complaint Closures	8			1,177.5	299.5	-74.6%
Merit Decisions (no AJ)	1	1	100%	0	337	--
Dismissal Decisions (no AJ)	2			0	115	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6							
Total Closures	8							
Settlements	0	0%						
Withdrawals	3	37.5%						
Total Final Agency Actions	5	62.5%	3	60%	2	40%	0	0%
Dismissals	3	60%	2	66.7%	1	33.3%	0	0%
Merit Decisions	2	40%	1	50%	1	50%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	2	100%	1	50%	1	50%	0	0%

Pension Benefit Guaranty Corporation (PBGC)

Permanent Work Force: 758

Temporary Work Force: 48

Total Work Force: 806

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	758	45.91%	54.09%	2.90%	49.21%	41.42%	6.20%	0.26%	1.58%
Major Occupations:									
Misc. Administration and Program	109	40.37%	59.63%	4.59%	45.87%	44.04%	5.50%	0.00%	0.00%
GS-14 and GS-15*	272	56.99%	43.01%	2.21%	72.79%	19.12%	5.88%	0.00%	0.37%
Senior Pay Level*	27	77.78%	22.22%	0.00%	88.89%	11.11%	0.00%	0.00%	0.00%
First-Level Officials/Managers	1	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	42	47.62%	52.38%	2.38%	61.90%	30.95%	4.76%	0.00%	2.38%
Senior-Level Officials/Managers	99	64.65%	35.35%	1.01%	75.76%	20.20%	3.03%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 19 pre-complaint counselings (without remands) completed in FY 2005, PBGC timely processed 52.6%.

II. Issues and Bases of Complaints Filed

Of the 15 complaints filed at PBGC, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

PBGC's average time for completing an investigation was 368 days. The government-wide average was 237 days in FY 2005.

PBGC's average processing time for all complaint closures increased from 317 days in FY 2004 to 483 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

PBGC had a total of 24 complaints pending at the end of FY 2005, with none pending acknowledgment; 15 pending investigation for an average of 148 days; and 6 pending the issuance of final decisions for an average of 533 days.

V. Costs

PBGC agreed to pay \$8,000 for 1 pre-complaint settlement, of which 1 was a monetary settlement for \$8,000. PBGC expended a total of \$25,480 for 5 complaint investigations, for an average expenditure of \$5,096.

PBGC made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

Pension Benefit Guaranty Corporation (PBGC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	17		2		19	
Settlements	0	0%	1	50%	1	5.3%
No Complaints Filed	1	5.9%	0	0%	1	5.3%
Complaints Filed*					15	79%
Decision to File Complaint Pending at End of Fiscal Year					2	10.5%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	12	0	0%	0	0%
FY 2005 Completed/Ended Counselings	19	19	100%	2	10.5%
Percentage Change from FY 2004 to FY 2005	58.3%	--		--	
FY 2004 Complaint Workload **	18	0	0%	0	0%
FY 2005 Complaint Workload **	29	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	61.1%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	19	10	52.6%			
All Investigations	5	0	0%	244.3	368	50.7%
All Complaint Closures	5			317.3	483.4	52.4%
Merit Decisions (no AJ)	0	0	0%	0	0	--
Dismissal Decisions (no AJ)	2			62.7	526	739.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	15							
Total Closures	5							
Settlements	0	0%						
Withdrawals	1	20%						
Total Final Agency Actions	4	80%	2	50%	2	50%	0	0%
Dismissals	4	100%	2	50%	2	50%	0	0%
Merit Decisions	0	0%	0	--	0	--	0	--
Finding Discrimination	0	--	0	--	0	--	0	--
Finding No Discrimination	0	--	0	--	0	--	0	--

Railroad Retirement Board (RRB)

Permanent Work Force: 1,003

Temporary Work Force: 4

Total Work Force: 1,007

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	1,003	37.79%	62.21%	4.49%	59.82%	33.40%	1.99%	0.30%	1.10%
Major Occupations:									
Miscellaneous Administration and Program	144	43.75%	56.25%	4.17%	70.83%	21.53%	2.78%	0.69%	0.00%
Railroad Retirement Claims Examining	434	29.95%	70.05%	5.76%	60.83%	31.80%	1.15%	0.46%	0.69%
Information Technology Management	117	64.96%	35.04%	0.85%	72.65%	23.93%	2.56%	0.00%	1.71%
GS-14 and GS-15*	91	60.44%	39.56%	2.20%	82.42%	12.09%	3.30%	0.00%	1.10%
Senior Pay Level*	14	71.43%	28.57%	0.00%	92.86%	7.14%	0.00%	0.00%	0.00%
First-Level Officials/Managers	53	50.94%	49.06%	3.77%	75.47%	20.75%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	114	60.53%	39.47%	0.00%	80.70%	16.67%	2.63%	0.00%	1.75%
Senior-Level Officials/Managers	47	65.96%	34.04%	2.13%	85.11%	10.64%	2.13%	0.00%	0.00%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the one pre-complaint counseling (without remand) completed in FY 2005, RRB timely processed 100%.

II. Issues and Bases of Complaints Filed

No complaints of discrimination were filed at RRB in FY 2005.

III. Complaint Processing Times

Railroad Retirement Board completed no investigations in FY 2005.

RRB's average processing time for all complaint closures decreased from 482 days in FY 2004 to 418 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

RRB had no complaints pending at the end of FY 2005.

V. Costs

RRB made no payments in FY 2005 for pre-complaint settlements with benefits. RRB had no expenditures in FY 2005 for investigations.

RRB made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

Railroad Retirement Board (RRB)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	1		0		1	
Settlements	0	0%	0	0%	0	0%
No Complaints Filed	1	100%	0	--	1	100%
Complaints Filed*					0	0%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	4	2	50%	0	0%
FY 2005 Completed/Ended Counselings	1	1	100%	0	0%
Percentage Change from FY 2004 to FY 2005	75%	-50%		--	
FY 2004 Complaint Workload **	5	0	0%	0	0%
FY 2005 Complaint Workload **	2	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	-60%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	1	1	100%			
All Investigations	0	0	0%	174.3	0	-100%
All Complaint Closures	2			481.7	417.5	-13.3%
Merit Decisions (no AJ)	1	1	100%	0	259	--
Dismissal Decisions (no AJ)	0			0	0	--

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	0							
Total Closures	2							
Settlements	0	0%						
Withdrawals	0	0%						
Total Final Agency Actions	2	100%	1	50%	1	50%	0	0%
Dismissals	0	0%	0	--	0	--	0	--
Merit Decisions	2	100%	1	50%	1	50%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	2	100%	1	50%	1	50%	0	0%

Securities and Exchange Commission (SEC)

Permanent Work Force: 3,726

Temporary Work Force: 181

Total Work Force: 3,907

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	3,726	51.99%	48.01%	4.43%	68.92%	18.22%	8.16%	0.27%	1.15%
Major Occupations:									
Accounting	960	59.69%	40.31%	5.31%	77.29%	7.19%	9.90%	0.31%	0.42%
General Attorney	1,532	57.77%	42.23%	4.05%	80.42%	7.11%	8.09%	0.33%	0.78%
Securities Compliance Examining	229	61.14%	38.86%	4.80%	78.17%	6.99%	10.04%	0.00%	0.44%
GS-14 and GS-15*	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Pay Level*	102	66.67%	33.33%	2.94%	92.16%	3.92%	0.98%	0.00%	0.98%
First-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior-Level Officials/Managers	95	69.47%	30.53%	3.16%	92.63%	3.16%	1.05%	0.00%	1.05%
Unclassified Managers	667	60.72%	39.28%	3.60%	80.81%	10.34%	5.10%	0.15%	0.60%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 28 pre-complaint counselings (without remands) completed in FY 2005, SEC timely processed 89.3%.

II. Issues and Bases of Complaints Filed

Of the 17 complaints filed at SEC, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Terms/Conditions of Employment; and (3) Appointment/Hire. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Sex - Female.

III. Complaint Processing Times

SEC's average time for completing an investigation was 208 days. The government-wide average was 237 days in FY 2005.

SEC's average processing time for all complaint closures decreased from 376 days in FY 2004 to 277 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

SEC had a total of 17 complaints pending at the end of FY 2005, with 1 pending acknowledgment; 9 pending investigation for an average of 49 days; and none pending the issuance of final decisions.

V. Costs

SEC made no payments in FY 2005 for pre-complaint settlements with benefits. SEC expended a total of \$125,223 for 13 complaint investigations, for an average expenditure of \$9,633.

SEC agreed to pay a total of \$49,250 for 2 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$24,625.

Securities and Exchange Commission (SEC)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	24		4		28	
Settlements	1	4.2%	0	0%	1	3.6%
No Complaints Filed	12	50%	1	25%	13	46.4%
Complaints Filed*					14	50%
Decision to File Complaint Pending at End of Fiscal Year					0	0%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	39	45	100%	6	15.4%
FY 2005 Completed/Ended Counselings	28	32	100%	4	14.3%
Percentage Change from FY 2004 to FY 2005	-28.2%	-28.9%		-33.3%	
FY 2004 Complaint Workload **	41	0	0%	0	0%
FY 2005 Complaint Workload **	31	1	3.2%	1	3.2%
Percentage Change from FY 2004 to FY 2005	-24.4%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	28	25	89.3%			
All Investigations	13	10	76.9%	168.5	207.7	23.3%
All Complaint Closures	14			376.2	277	-26.4%
Merit Decisions (no AJ)	5	4	80%	384.8	199.4	-48.2%
Dismissal Decisions (no AJ)	5			121.1	131	8.2%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	17							
Total Closures	14							
Settlements	2	14.3%						
Withdrawals	0	0%						
Total Final Agency Actions	12	85.7%	10	83.3%	2	16.7%	0	0%
Dismissals	6	50%	5	83.3%	1	16.7%	0	0%
Merit Decisions	6	50%	5	83.3%	1	16.7%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	6	100%	5	83.3%	1	16.7%	0	0%

Small Business Administration (SBA)

Permanent Work Force: 2,574

Temporary Work Force: 1,748

Total Work Force: 4,322

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	2,574	43.47%	56.53%	10.84%	58.16%	26.18%	4.12%	0.70%	1.01%
Major Occupations:									
General Attorney	233	52.79%	47.21%	4.29%	77.25%	13.73%	4.72%	0.00%	0.86%
General Business and Industry	1,276	38.32%	61.68%	13.09%	56.66%	25.39%	4.08%	0.78%	0.78%
Loan Specialist	704	58.38%	41.62%	9.09%	66.90%	20.74%	2.84%	0.43%	0.43%
GS-14 and GS-15*	558	61.29%	38.71%	7.35%	69.89%	17.20%	4.84%	0.72%	0.90%
Senior Pay Level*	69	73.91%	26.09%	11.59%	69.57%	18.84%	0.00%	0.00%	0.00%
First-Level Officials/Managers	18	11.11%	88.89%	5.56%	83.33%	11.11%	0.00%	0.00%	0.00%
Mid-Level Officials/Managers	260	63.46%	36.54%	9.23%	69.23%	16.92%	4.62%	0.00%	0.38%
Senior-Level Officials/Managers	211	68.72%	31.28%	12.80%	65.40%	18.48%	1.90%	1.42%	0.95%
Unclassified Managers	1	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 55 pre-complaint counselings (without remands) completed in FY 2005, SBA timely processed 72.7%.

II. Issues and Bases of Complaints Filed

Of the 39 complaints filed at SBA, the top 3 issues of alleged discrimination were: (1) Termination; (2) Harassment - Non-Sexual; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

SBA's average time for completing an investigation was 438 days. The government-wide average was 237 days in FY 2005.

SBA's average processing time for all complaint closures decreased from 491 days in FY 2004 to 489 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

SBA had a total of 55 complaints pending at the end of FY 2005, with 6 pending acknowledgment; 33 pending investigation for an average of 229 days; and 4 pending the issuance of final decisions for an average of 943 days.

V. Costs

SBA made no payments in FY 2005 for pre-complaint settlements with benefits. SBA expended a total of \$31,783 for 12 complaint investigations, for an average expenditure of \$2,649.

SBA made no payments in FY 2005 for complaint closures through settlement agreement, final agency decisions, or final agency orders fully implementing AJ decisions.

Small Business Administration (SBA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	47		8		55	
Settlements	3	6.4%	1	12.5%	4	7.3%
No Complaints Filed	22	46.8%	1	12.5%	23	41.8%
Complaints Filed*					24	43.6%
Decision to File Complaint Pending at End of Fiscal Year					4	7.3%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	54	29	53.7%	16	29.6%
FY 2005 Completed/Ended Counselings	55	9	16.4%	4	7.3%
Percentage Change from FY 2004 to FY 2005	1.9%	-69%		-75%	
FY 2004 Complaint Workload **	69	0	0%	0	0%
FY 2005 Complaint Workload **	81	0	0%	0	0%
Percentage Change from FY 2004 to FY 2005	19.1%	--		--	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	55	40	72.7%			
All Investigations	12	7	58.3%	304.3	437.9	43.9%
All Complaint Closures	26			491.3	488.5	-0.6%
Merit Decisions (no AJ)	3	0	0%	480.3	831.7	73.2%
Dismissal Decisions (no AJ)	9			123	161.67	31.4%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	39							
Total Closures	26							
Settlements	0	0%						
Withdrawals	1	3.9%						
Total Final Agency Actions	25	96.2%	12	48%	13	52%	0	0%
Dismissals	11	44%	9	81.8%	2	18.2%	0	0%
Merit Decisions	14	56%	3	21.4%	11	78.6%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	14	100%	3	21.4%	11	78.6%	0	0%

Smithsonian Institution (SI)

Permanent Work Force: 4,655

Temporary Work Force: 216

Total Work Force: 4,871

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	4,655	57.59%	42.41%	3.93%	51.75%	40.06%	2.58%	1.68%	0.86%
Major Occupations:									
Miscellaneous Administration and Program	222	23.42%	76.58%	1.80%	64.86%	27.93%	3.15%	2.25%	0.00%
General Arts And Information	367	34.06%	65.94%	3.81%	67.85%	10.08%	4.63%	13.62%	0.54%
Museum Curator	154	46.75%	53.25%	1.95%	90.91%	5.19%	1.30%	0.65%	0.65%
GS-14 and GS-15*	505	63.56%	36.44%	3.17%	84.75%	6.73%	4.36%	0.99%	0.40%
Senior Pay Level*	119	69.75%	30.25%	1.68%	92.44%	3.36%	2.52%	0.00%	0.00%
First-Level Officials/Managers	278	67.99%	32.01%	2.52%	34.53%	61.15%	1.08%	0.72%	0.72%
Mid-Level Officials/Managers	255	53.33%	46.67%	1.96%	81.57%	12.55%	2.75%	1.18%	0.78%
Senior-Level Officials/Managers	193	69.43%	30.57%	1.04%	88.60%	5.18%	2.59%	2.59%	0.00%
Unclassified Managers	72	75.00%	25.00%	4.17%	26.39%	65.28%	2.78%	1.39%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 33 pre-complaint counselings (without remands) completed in FY 2005, SI timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 24 complaints filed at SI, the top 3 issues of alleged discrimination were: (1) Terms/Conditions of Employment; (2) Harassment - Non-Sexual; and (3) Reasonable Accommodation. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

SI's average time for completing an investigation was 151 days. The government-wide average was 237 days in FY 2005.

SI's average processing time for all complaint closures decreased from 326 days in FY 2004 to 250 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

SI had a total of 22 complaints pending at the end of FY 2005, with none pending acknowledgment; 9 pending investigation for an average of 149 days; and none pending the issuance of final decisions.

V. Costs

SI agreed to pay \$20,000 for 1 pre-complaint settlement, of which 1 was a monetary settlement for \$20,000. SI expended a total of \$83,305 for 19 complaint investigations, for an average expenditure of \$4,384.

SI agreed to pay a total of \$475,332 for 5 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$95,066.

Smithsonian Institution (SI)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	32		1		33	
Settlements	1	3.1%	0	0%	1	3%
No Complaints Filed	7	21.9%	1	100%	8	24.2%
Complaints Filed*					22	66.7%
Decision to File Complaint Pending at End of Fiscal Year					2	6.1%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	36	37	100%	17	47.2%
FY 2005 Completed/Ended Counselings	33	35	100%	2	6.1%
Percentage Change from FY 2004 to FY 2005	-8.3%	-5.4%		-88.2%	
FY 2004 Complaint Workload **	56	3	5.4%	3	5.4%
FY 2005 Complaint Workload **	52	2	3.9%	2	3.9%
Percentage Change from FY 2004 to FY 2005	-7.1%	-33.3%		-33.3%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	33	33	100%			
All Investigations	19	19	100%	153.3	151.3	-1.3%
All Complaint Closures	30			325.6	249.5	-23.4%
Merit Decisions (no AJ)	9	8	88.9%	226.4	191.7	-15.3%
Dismissal Decisions (no AJ)	9			33.4	37.78	13%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	24							
Total Closures	30							
Settlements	5	16.7%						
Withdrawals	1	3.3%						
Total Final Agency Actions	24	80%	18	75%	6	25%	0	0%
Dismissals	9	37.5%	9	100%	0	0%	0	0%
Merit Decisions	15	62.5%	9	60%	6	40%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	15	100%	9	60%	6	40%	0	0%

Social Security Administration (SSA)

Permanent Work Force: 64,439

Temporary Work Force: 1,708

Total Work Force: 66,147

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	64,439	30.13%	69.87%	12.50%	54.76%	27.64%	3.88%	1.22%	2.13%
Major Occupations:									
Social Insurance Administration	28,857	30.15%	69.85%	14.79%	59.29%	20.37%	4.04%	1.51%	1.25%
Contact Representative	10,840	22.29%	77.71%	23.19%	38.36%	32.80%	4.35%	1.30%	3.84%
Claims Assistance and Examining	2,457	18.60%	81.40%	6.96%	33.09%	56.98%	2.40%	0.57%	7.24%
GS-14 and GS-15*	2,976	51.95%	48.05%	5.78%	72.75%	17.98%	2.32%	1.18%	0.64%
Senior Pay Level*	1,370	81.75%	18.25%	4.53%	87.01%	6.57%	0.58%	1.31%	1.17%
First-Level Officials/Managers	1,402	27.18%	72.82%	15.34%	48.79%	32.52%	2.28%	1.07%	0.93%
Mid-Level Officials/Managers	3,240	45.19%	54.81%	8.52%	67.59%	20.34%	2.01%	1.54%	0.49%
Senior-Level Officials/Managers	619	56.22%	43.78%	5.33%	72.54%	20.68%	0.81%	0.65%	0.65%
Unclassified Managers	40	97.50%	2.50%	2.50%	42.50%	52.50%	0.00%	2.50%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 793 pre-complaint counselings (without remands) completed in FY 2005, SSA timely processed 74.5%.

II. Issues and Bases of Complaints Filed

Of the 420 complaints filed at SSA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Awards. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Sex - Male.

III. Complaint Processing Times

SSA's average time for completing an investigation was 290 days. The government-wide average was 237 days in FY 2005.

SSA's average processing time for all complaint closures decreased from 575 days in FY 2004 to 446 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

SSA had a total of 740 complaints pending at the end of FY 2005, with 30 pending acknowledgment; 213 pending investigation for an average of 197 days; and 242 pending the issuance of final decisions for an average of 954 days.

V. Costs

SSA agreed to pay \$443 for 73 pre-complaint settlements, of which 2 were monetary settlements averaging \$222. SSA expended a total of \$874,368 for 339 complaint investigations, for an average expenditure of \$2,579.

SSA agreed to pay a total of \$422,646 for 73 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$5,790.

Social Security Administration (SSA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	644		149		793	
Settlements	17	2.6%	56	37.6%	73	9.2%
No Complaints Filed	268	41.6%	19	12.8%	287	36.2%
Complaints Filed*					416	52.5%
Decision to File Complaint Pending at End of Fiscal Year					17	2.1%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	725	712	98.2%	116	16%
FY 2005 Completed/Ended Counselings	793	717	90.4%	140	17.7%
Percentage Change from FY 2004 to FY 2005	9.4%	0.7%		20.7%	
FY 2004 Complaint Workload **	1,490	355	23.8%	56	3.8%
FY 2005 Complaint Workload **	1,341	340	25.4%	27	2%
Percentage Change from FY 2004 to FY 2005	-10%	-4.2%		-51.8%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	793	591	74.5%			
All Investigations	339	99	29.2%	351.8	289.8	-17.6%
All Complaint Closures	601			575.1	445.9	-22.5%
Merit Decisions (no AJ)	267	4	1.5%	555.8	397.6	-28.5%
Dismissal Decisions (no AJ)	79			185.1	147.44	-20.3%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	420							
Total Closures	601							
Settlements	73	12.2%						
Withdrawals	46	7.7%						
Total Final Agency Actions	482	80.2%	346	71.8%	125	25.9%	11	2.3%
Dismissals	92	19.1%	79	85.9%	13	14.1%	0	0%
Merit Decisions	390	80.9%	267	68.5%	112	28.7%	11	2.8%
Finding Discrimination	11	2.8%	0	0%	0	0%	11	100%
Finding No Discrimination	379	97.2%	267	70.4%	112	29.6%	0	0%

Department of State (STATE)

Permanent Work Force: 18,655

Temporary Work Force: 5,843

Total Work Force: 24,498

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	18,655	55.96%	44.04%	4.66%	73.18%	17.01%	4.81%	0.34%	0.42%
Major Occupations:									
Security Administration	1,572	87.60%	12.40%	5.15%	79.71%	11.51%	2.93%	0.70%	0.06%
Foreign Affairs	7,422	53.85%	46.15%	5.35%	83.63%	5.09%	5.55%	0.38%	0.27%
Miscellaneous Administration and Program	2,514	48.69%	51.31%	4.46%	77.41%	14.32%	3.58%	0.24%	0.20%
GS-14 and GS-15*	5,756	68.66%	31.34%	3.65%	86.29%	6.22%	3.54%	0.30%	0.36%
Senior Pay Level*	1,163	73.34%	26.66%	2.84%	86.50%	7.57%	2.75%	0.34%	0.17%
First-Level Officials/Managers	433	62.82%	37.18%	4.39%	69.28%	20.55%	4.85%	0.69%	0.00%
Mid-Level Officials/Managers	1,306	62.17%	37.83%	2.83%	78.71%	14.70%	3.45%	0.23%	0.15%
Senior-Level Officials/Managers	2,081	71.02%	28.98%	3.27%	88.13%	5.67%	2.50%	0.34%	0.19%
Unclassified Managers	4	100.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 98 pre-complaint counselings (without remands) completed in FY 2005, STATE timely processed 31.6%.

II. Issues and Bases of Complaints Filed

Of the 76 complaints filed at STATE, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Age; (2) Reprisal; and (3) Race - Black.

III. Complaint Processing Times

STATE's average time for completing an investigation was 194 days. The government-wide average was 237 days in FY 2005.

STATE's average processing time for all complaint closures increased from 315 days in FY 2004 to 394 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

STATE had a total of 72 complaints pending at the end of FY 2005, with 4 pending acknowledgment; 33 pending investigation for an average of 165 days; and 9 pending the issuance of final decisions for an average of 520 days.

V. Costs

STATE agreed to pay \$36,000 for 12 pre-complaint settlements, of which 3 were monetary settlements averaging \$12,000. STATE expended a total of \$237,419 for 50 complaint investigations, for an average expenditure of \$4,748.

STATE agreed to pay a total of \$185,247 for 12 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$15,437.

Department of State (STATE)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	86		12		98	
Settlements	5	5.8%	7	58.3%	12	12.2%
No Complaints Filed	14	16.3%	0	0%	14	14.3%
Complaints Filed*					71	72.5%
Decision to File Complaint Pending at End of Fiscal Year					1	1%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	90	29	32.2%	22	24.4%
FY 2005 Completed/Ended Counselings	98	160	100%	23	23.5%
Percentage Change from FY 2004 to FY 2005	8.9%	451.7%		4.5%	
FY 2004 Complaint Workload **	159	11	6.9%	10	6.3%
FY 2005 Complaint Workload **	156	76	48.7%	17	10.9%
Percentage Change from FY 2004 to FY 2005	-1.9%	590.9%		70%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	98	31	31.6%			
All Investigations	50	36	72%	162.5	193.7	19.3%
All Complaint Closures	84			314.7	393.6	25.1%
Merit Decisions (no AJ)	32	11	34.4%	285.3	378.5	32.7%
Dismissal Decisions (no AJ)	21			173.2	37.95	-78.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	76							
Total Closures	84							
Settlements	12	14.3%						
Withdrawals	4	4.8%						
Total Final Agency Actions	68	81%	53	77.9%	15	22.1%	0	0%
Dismissals	21	30.9%	21	100%	0	0%	0	0%
Merit Decisions	47	69.1%	32	68.1%	15	31.9%	0	0%
Finding Discrimination	0	0%	0	--	0	--	0	--
Finding No Discrimination	47	100%	32	68.1%	15	31.9%	0	0%

Tennessee Valley Authority (TVA)

Permanent Work Force: 12,382

Temporary Work Force: 321

Total Work Force: 12,703

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	12,382	80.14%	19.86%	0.58%	89.53%	8.77%	0.13%	0.99%	0.57%
Major Occupations:									
Unit Operations	748	92.38%	7.62%	0.40%	87.83%	10.29%	0.00%	1.34%	0.40%
Fossil Mechanical	536	96.83%	3.17%	0.75%	91.60%	6.53%	0.00%	1.12%	0.00%
Business Support Rep.	246	9.35%	90.65%	0.81%	85.77%	12.20%	0.00%	1.22%	2.44%
Senior Pay Level*	97	92.78%	7.22%	1.03%	86.60%	9.28%	3.09%	0.00%	0.00%
First-Level Officials/Managers	200	51.00%	49.00%	0.50%	87.00%	11.00%	0.50%	1.00%	0.50%
Mid-Level Officials/Managers	1,754	76.23%	23.77%	0.68%	90.76%	7.41%	0.00%	1.14%	0.51%
Senior-Level Officials/Managers	856	86.68%	13.32%	0.82%	93.81%	4.32%	0.35%	0.70%	0.23%
Unclassified Managers	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 126 pre-complaint counselings (without remands) completed in FY 2005, TVA timely processed 100%.

II. Issues and Bases of Complaints Filed

Of the 78 complaints filed at TVA, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Pay Including Overtime. The top 3 bases of alleged discrimination were: (1) Age; (2) Race - Black; and (3) Reprisal.

III. Complaint Processing Times

TVA's average time for completing an investigation was 122 days. The government-wide average was 237 days in FY 2005.

TVA's average processing time for all complaint closures increased from 148 days in FY 2004 to 457 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

TVA had a total of 90 complaints pending at the end of FY 2005, with 2 pending acknowledgment; 23 pending investigation for an average of 190 days; and 29 pending the issuance of final decisions for an average of 266 days.

V. Costs

TVA agreed to pay \$19,707 for 20 pre-complaint settlements, of which 4 were monetary settlements averaging \$4,927. TVA expended a total of \$229,758 for 52 complaint investigations, for an average expenditure of \$4,418.

TVA agreed to pay a total of \$249,464 for 14 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$17,819.

Tennessee Valley Authority (TVA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	96		30		126	
Settlements	15	15.6%	5	16.7%	20	15.9%
No Complaints Filed	5	5.2%	14	46.7%	19	15.1%
Complaints Filed*					76	60.3%
Decision to File Complaint Pending at End of Fiscal Year					11	8.7%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	130	36	27.7%	11	8.5%
FY 2005 Completed/Ended Counselings	126	49	38.9%	31	24.6%
Percentage Change from FY 2004 to FY 2005	-3.1%	36.1%		181.8%	
FY 2004 Complaint Workload **	150	2	1.3%	2	1.3%
FY 2005 Complaint Workload **	172	1	0.6%	1	0.6%
Percentage Change from FY 2004 to FY 2005	14.7%	-50%		-50%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	126	126	100%			
All Investigations	52	51	98.1%	117.3	121.9	3.9%
All Complaint Closures	82			148.1	456.7	208.4%
Merit Decisions (no AJ)	43	2	4.7%	300	650.8	117%
Dismissal Decisions (no AJ)	6			50.1	23	-54.1%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	78							
Total Closures	82							
Settlements	12	14.6%						
Withdrawals	1	1.2%						
Total Final Agency Actions	69	84.1%	49	71%	20	29%	0	0%
Dismissals	6	8.7%	6	100%	0	0%	0	0%
Merit Decisions	63	91.3%	43	68.3%	20	31.7%	0	0%
Finding Discrimination	2	3.2%	1	50%	1	50%	0	0%
Finding No Discrimination	61	96.8%	42	68.9%	19	31.1%	0	0%

Department of Transportation (DOT)

Permanent Work Force: 52,801

Temporary Work Force: 1,077

Total Work Force: 53,878

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	52,801	73.35%	26.65%	5.85%	77.92%	11.07%	3.66%	1.49%	0.55%
Major Occupations:									
Aviation Safety	3,695	92.72%	7.28%	5.63%	85.85%	4.95%	1.89%	1.68%	0.14%
Transportation Specialist	7,109	87.65%	12.35%	7.64%	75.52%	10.35%	4.36%	2.12%	0.32%
Air Traffic Control	19,396	84.80%	15.20%	4.32%	87.85%	5.07%	1.62%	1.14%	0.16%
GS-14 and GS-15*	5,324	76.73%	23.27%	4.40%	79.83%	10.39%	4.62%	0.77%	0.64%
Senior Pay Level*	448	71.65%	28.35%	3.79%	82.81%	9.15%	4.02%	0.22%	0.22%
First-Level Officials/Managers	83	73.49%	26.51%	16.87%	71.08%	9.64%	1.20%	1.20%	0.00%
Mid-Level Officials/Managers	1,673	72.21%	27.79%	4.30%	77.59%	12.55%	5.14%	0.42%	1.02%
Senior-Level Officials/Managers	1,087	72.77%	27.23%	3.68%	81.69%	10.76%	3.59%	0.28%	0.92%
Unclassified Managers	5,476	81.32%	18.68%	5.48%	80.79%	9.42%	2.08%	2.23%	0.22%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 743 pre-complaint counselings (without remands) completed in FY 2005, DOT timely processed 31.4%.

II. Issues and Bases of Complaints Filed

Of the 408 complaints filed at DOT, the top 3 issues of alleged discrimination were: (1) Promotion/Non-Selection; (2) Harassment - Non-Sexual; and (3) Appointment/Hire. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

DOT's average time for completing an investigation was 175 days. The government-wide average was 237 days in FY 2005.

DOT's average processing time for all complaint closures increased from 245 days in FY 2004 to 373 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

DOT had a total of 501 complaints pending at the end of FY 2005, with 8 pending acknowledgment; 162 pending investigation for an average of 117 days; and 50 pending the issuance of final decisions for an average of 456 days.

V. Costs

DOT agreed to pay \$17,443 for 57 pre-complaint settlements, of which 5 were monetary settlements averaging \$3,489. DOT expended a total of \$1,108,783 for 210 complaint investigations, for an average expenditure of \$5,280.

DOT agreed to pay a total of \$867,505 for 98 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$8,852.

Department of Transportation (DOT)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	631		112		743	
Settlements	23	3.6%	34	30.4%	57	7.7%
No Complaints Filed	243	38.5%	19	17%	262	35.3%
Complaints Filed*					374	50.3%
Decision to File Complaint Pending at End of Fiscal Year					50	6.7%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	821	793	96.6%	164	20%
FY 2005 Completed/Ended Counselings	743	740	99.6%	101	13.6%
Percentage Change from FY 2004 to FY 2005	-9.5%	-6.7%		-38.4%	
FY 2004 Complaint Workload **	1,163	93	8%	64	5.5%
FY 2005 Complaint Workload **	1,070	34	3.2%	34	3.2%
Percentage Change from FY 2004 to FY 2005	-8%	-63.4%		-46.9%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	743	233	31.4%			
All Investigations	210	160	76.2%	176.8	174.9	-1.1%
All Complaint Closures	569			245	373.4	52.4%
Merit Decisions (no AJ)	96	60	62.5%	86.5	461	433%
Dismissal Decisions (no AJ)	222			68.8	94.96	38%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	408							
Total Closures	569							
Settlements	92	16.2%						
Withdrawals	37	6.5%						
Total Final Agency Actions	440	77.3%	318	72.3%	118	26.8%	4	0.9%
Dismissals	268	60.9%	222	82.8%	46	17.2%	0	0%
Merit Decisions	172	39.1%	96	55.8%	72	41.9%	4	2.3%
Finding Discrimination	10	5.8%	1	10%	5	50%	4	40%
Finding No Discrimination	162	94.2%	95	58.6%	67	41.4%	0	0%

Department of the Treasury (TREASURY)

Permanent Work Force: 105,046

Temporary Work Force: 2,707

Total Work Force: 107,753

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	105,046	37.45%	62.55%	7.80%	63.01%	24.44%	3.95%	0.81%	1.84%
Major Occupations:									
Auditing	425	61.41%	38.59%	3.76%	75.06%	16.24%	4.94%	0.00%	0.24%
Internal Revenue Officer	5,684	45.92%	54.08%	9.13%	63.21%	23.72%	3.03%	0.91%	1.00%
Criminal Investigating	3,201	69.38%	30.62%	8.68%	74.57%	11.25%	4.65%	0.84%	0.03%
GS-14 and GS-15*	9,006	56.96%	43.04%	3.65%	76.33%	14.91%	4.55%	0.56%	0.80%
Senior Pay Level*	562	70.11%	29.89%	2.14%	83.81%	11.39%	2.14%	0.53%	0.36%
First-Level Officials/Managers	2,736	22.11%	77.89%	8.44%	63.05%	26.32%	1.43%	0.77%	1.21%
Mid-Level Officials/Managers	4,002	55.25%	44.75%	6.12%	71.26%	18.64%	3.25%	0.72%	0.70%
Senior-Level Officials/Managers	1,278	63.93%	36.07%	2.03%	82.79%	12.05%	2.66%	0.47%	0.23%
Unclassified Managers	2,483	54.21%	45.79%	5.76%	72.05%	19.57%	1.77%	0.85%	0.77%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 1,257 pre-complaint counselings (without remands) completed in FY 2005, TREASURY timely processed 99%.

II. Issues and Bases of Complaints Filed

Of the 613 complaints filed at TREASURY, the top 3 issues of alleged discrimination were: (1) Terms/Conditions of Employment; (2) Harassment - Non-Sexual; and (3) Promotion/Non-Selection. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Race - Black; and (3) Age.

III. Complaint Processing Times

TREASURY's average time for completing an investigation was 315 days. The government-wide average was 237 days in FY 2005.

TREASURY's average processing time for all complaint closures increased from 478 days in FY 2004 to 524 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

TREASURY had a total of 983 complaints pending at the end of FY 2005, with 2 pending acknowledgment; 531 pending investigation for an average of 270 days; and 64 pending the issuance of final decisions for an average of 510 days.

V. Costs

TREASURY agreed to pay \$77,075 for 194 pre-complaint settlements, of which 15 were monetary settlements averaging \$5,138. TREASURY expended a total of \$2,212,166 for 342 complaint investigations, for an average expenditure of \$6,468.

TREASURY agreed to pay a total of \$999,277 for 138 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$7,241.

Department of the Treasury (TREASURY)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	945		314		1,259	
Settlements	61	6.5%	133	42.4%	194	15.4%
No Complaints Filed	202	21.4%	56	17.8%	258	20.5%
Complaints Filed*					596	47.3%
Decision to File Complaint Pending at End of Fiscal Year					211	16.8%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints		ADR Offers*		ADR Participation*	
	#	%	#	%	#	%
FY 2004 Completed/Ended Counselings	1,661		1,651	99.4%	346	20.8%
FY 2005 Completed/Ended Counselings	1,259		1,175	93.3%	286	22.7%
Percentage Change from FY 2004 to FY 2005	-24.2%		-28.8%		-17.3%	
FY 2004 Complaint Workload **	1,828		50	2.7%	2	0.1%
FY 2005 Complaint Workload **	1,648		168	10.2%	21	1.3%
Percentage Change from FY 2004 to FY 2005	-9.8%		236%		950%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	1,257	1,244	99%			
All Investigations	342	238	69.6%	160	315.4	97.1%
All Complaint Closures	665			477.9	523.8	9.6%
Merit Decisions (no AJ)	224	144	64.3%	573.6	559.1	-2.5%
Dismissal Decisions (no AJ)	62			185.3	347.89	87.7%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	613							
Total Closures	665							
Settlements	136	20.5%						
Withdrawals	98	14.7%						
Total Final Agency Actions	431	64.8%	286	66.4%	145	33.6%	0	0%
Dismissals	65	15.1%	62	95.4%	3	4.6%	0	0%
Merit Decisions	366	84.9%	224	61.2%	142	38.8%	0	0%
Finding Discrimination	2	0.5%	2	100%	0	0%	0	0%
Finding No Discrimination	364	99.5%	222	61%	142	39%	0	0%

United States Postal Service (USPS)

Permanent Work Force: 701,979 Temporary Work Force: 0 Total Work Force: 701,979

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	701,979	61.08%	38.92%	7.89%	62.55%	21.23%	7.76%	0.57%	0.88%
Major Occupations:									
City Carrier	227,604	73.80%	26.20%	10.46%	62.74%	18.06%	0.49%	8.25%	0.44%
Clerk	220,992	44.53%	55.47%	7.35%	56.40%	24.80%	0.59%	10.85%	1.08%
Supervisor	33,257	63.78%	36.22%	7.72%	59.18%	27.86%	0.52%	4.72%	0.34%
GS-14 and GS-15*	8,794	70.79%	29.21%	6.12%	71.53%	16.94%	4.72%	0.69%	0.25%
Senior Pay Level*	781	72.98%	27.02%	7.04%	73.75%	15.88%	2.94%	0.38%	0.00%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 18,339 pre-complaint counselings (without remands) completed in FY 2005, USPS timely processed 81.2%.

II. Issues and Bases of Complaints Filed

Of the 6,926 complaints filed at USPS, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Terms/Conditions of Employment; and (3) Time and Attendance. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Disability - Physical; and (3) Sex - Female.

III. Complaint Processing Times

USPS' average time for completing an investigation was 227 days. The government-wide average was 237 days in FY 2005.

USPS' average processing time for all complaint closures decreased from 445 days in FY 2004 to 400 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

USPS had a total of 5,532 complaints pending at the end of FY 2005, with 136 pending acknowledgment; 1,605 pending investigation for an average of 67 days; and 635 pending the issuance of final decisions for an average of 308 days.

V. Costs

USPS agreed to pay \$418,522 for 5,385 pre-complaint settlements, of which 377 were monetary settlements averaging \$1,110. USPS expended a total of \$7,103,157 for 6,403 complaint investigations, for an average expenditure of \$1,109.

USPS agreed to pay a total of \$24,655,279 for 1,429 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$17,254.

United States Postal Service (USPS)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	4,209		14,140		18,349	
Settlements	675	16%	4,710	33.3%	5,385	29.4%
No Complaints Filed	3,573	84.9%	2,231	15.8%	5,804	31.6%
Complaints Filed*					6,836	37.3%
Decision to File Complaint Pending at End of Fiscal Year					324	1.8%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	19,101	19,248	100%	13,815	72.3%
FY 2005 Completed/Ended Counselings	18,349	16,722	91.1%	14,028	76.5%
Percentage Change from FY 2004 to FY 2005	-3.9%	-13.1%		1.5%	
FY 2004 Complaint Workload **	18,748	202	1.1%	102	0.5%
FY 2005 Complaint Workload **	15,493	39	0.3%	36	0.2%
Percentage Change from FY 2004 to FY 2005	-17.4%	-80.7%		-64.7%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	18,339	14,892	81.2%			
All Investigations	6,403	3,890	60.8%	324.8	226.6	-30.2%
All Complaint Closures	9,961			445.4	399.6	-10.3%
Merit Decisions (no AJ)	2,791	2,507	89.8%	543.6	417.4	-23.2%
Dismissal Decisions (no AJ)	2,597			75.8	47.03	-37.9%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	6,926							
Total Closures	9,961							
Settlements	1,277	12.8%						
Withdrawals	832	8.4%						
Total Final Agency Actions	7,852	78.8%	5,388	68.6%	2,424	30.9%	40	0.5%
Dismissals	2,608	33.2%	2,597	99.6%	11	0.4%	0	0%
Merit Decisions	5,244	66.8%	2,791	53.2%	2,413	46%	40	0.8%
Finding Discrimination	189	3.6%	48	25.4%	104	55%	37	19.6%
Finding No Discrimination	5,055	96.4%	2,743	54.3%	2,309	45.7%	3	0.1%

Department of Veterans Affairs (VA)

Permanent Work Force: 212,906 Temporary Work Force: 22,136 Total Work Force: 235,042

Work Force Composition

Employee Pool	Total #	Men	Women	Hispanics	Whites	Blacks	Asian Americans / Pacific Islanders	American Indians/ Alaskan Natives	Individuals with Targeted Disabilities
Permanent Work Force	212,906	41.72%	58.28%	6.84%	61.63%	24.61%	6.03%	0.89%	1.58%
Major Occupations:									
Medical Officer	16,178	70.29%	29.71%	7.00%	64.25%	4.03%	24.41%	0.30%	0.46%
Nurse	39,575	14.65%	85.35%	6.34%	66.96%	15.22%	10.82%	0.66%	0.51%
Veterans Claims Examining	6,205	43.95%	56.05%	5.77%	66.48%	23.58%	2.76%	1.42%	1.51%
GS-14 and GS-15*	13,039	68.92%	31.08%	5.56%	71.26%	6.47%	16.33%	0.38%	0.67%
Senior Pay Level*	508	69.09%	30.91%	2.95%	87.40%	6.30%	2.17%	1.18%	1.18%
First-Level Officials/Managers	6,836	46.94%	53.06%	6.22%	68.52%	20.93%	3.32%	0.98%	0.80%
Mid-Level Officials/Managers	4,875	59.45%	40.55%	4.39%	81.17%	11.10%	2.69%	0.64%	1.19%
Senior-Level Officials/Managers	3,082	76.22%	23.78%	4.80%	79.82%	4.19%	10.67%	0.45%	0.58%
Unclassified Managers	6,162	43.33%	56.67%	5.66%	65.55%	23.76%	4.46%	0.57%	0.76%

*Does not include pay-banded employees

EEO Complaint Processing

I. Counseling

Of the 3,936 pre-complaint counselings (without remands) completed in FY 2005, VA timely processed 99.1%.

II. Issues and Bases of Complaints Filed

Of the 2,128 complaints filed at VA, the top 3 issues of alleged discrimination were: (1) Harassment - Non-Sexual; (2) Promotion/Non-Selection; and (3) Assignment of Duties. The top 3 bases of alleged discrimination were: (1) Reprisal; (2) Age; and (3) Race - Black.

III. Complaint Processing Times

VA's average time for completing an investigation was 165 days. The government-wide average was 237 days in FY 2005.

VA's average processing time for all complaint closures decreased from 299 days in FY 2004 to 261 days in FY 2005. The government-wide average was 411 days.

IV. Pending Inventory

VA had a total of 2,255 complaints pending at the end of FY 2005, with 20 pending acknowledgment; 633 pending investigation for an average of 88 days; and 171 pending the issuance of final decisions for an average of 404 days.

V. Costs

VA agreed to pay \$169,283 for 147 pre-complaint settlements, of which 7 were monetary settlements averaging \$24,183. VA expended a total of \$5,510,830 for 1,405 complaint investigations, for an average expenditure of \$3,922.

VA agreed to pay a total of \$2,209,402 for 552 complaint closures through settlement agreement, final agency decisions, and final agency orders fully implementing AJ decisions. For complaint closures with benefits, the average award was \$4,003.

Department of Veterans Affairs (VA)

Outcome of Counselings Completed in FY 2005

Pre-Complaint Counseling Outcomes	Completed by EEO Counselor		Completed Using ADR		All Completed Counselings	
	#	%	#	%	#	%
Pre-Complaint Counselings:	3,334		602		3,936	
Settlements	47	1.4%	100	16.6%	147	3.7%
No Complaints Filed	1,320	39.6%	331	55%	1,651	42%
Complaints Filed*					1,975	50.2%
Decision to File Complaint Pending at End of Fiscal Year					163	4.1%

*Includes only complaints filed in FY 2005 where counseling was also completed during FY 2005.

Agency Use of ADR for EEO Dispute Resolution

	Counselings / Complaints	ADR Offers*		ADR Participation*	
	#	#	%	#	%
FY 2004 Completed/Ended Counselings	4,129	940	22.8%	427	10.3%
FY 2005 Completed/Ended Counselings	3,936	1,463	37.2%	676	17.2%
Percentage Change from FY 2004 to FY 2005	-4.7%	55.6%		58.3%	
FY 2004 Complaint Workload **	5,048	96	1.9%	61	1.2%
FY 2005 Complaint Workload **	4,828	130	2.7%	73	1.5%
Percentage Change from FY 2004 to FY 2005	-4.4%	35.4%		19.7%	

*Using newly collected data, EEOC revised the formula for calculating the ADR offer and participation rates in FYs 2004-2005.

**Includes all complaints filed in the fiscal year, including those where the counseling was completed in the prior fiscal year.

Timeliness

	Total #	# Timely	% Timely	FY 2004 APD*	FY 2005 APD	% Change
All Completed/Ended Counselings (minus remands)	3,936	3,900	99.1%			
All Investigations	1,405	1,016	72.3%	219.7	164.5	-25.1%
All Complaint Closures	2,573			299.4	261	-12.8%
Merit Decisions (no AJ)	765	331	43.3%	303	275.2	-9.2%
Dismissal Decisions (no AJ)	521			71.6	58.36	-18.5%

*APD = Average Processing Days

Outcomes of Complaints in FY 2005

	Complaint Closures		Final Agency Decision (no AJ Decision)		Final Order (AJ Decision Fully Implemented)		Final Order (AJ Decision Not Fully Implemented)	
	#	%	#	%	#	%	#	%
Total Complaints Filed	2,128							
Total Closures	2,573							
Settlements	529	20.6%						
Withdrawals	213	8.3%						
Total Final Agency Actions	1,831	71.2%	1,286	70.2%	535	29.2%	10	0.5%
Dismissals	544	29.7%	521	95.8%	23	4.2%	0	0%
Merit Decisions	1,287	70.3%	765	59.4%	512	39.8%	10	0.8%
Finding Discrimination	33	2.6%	13	39.4%	10	30.3%	10	30.3%
Finding No Discrimination	1,254	97.4%	752	60%	502	40%	0	0%

APPENDIX I

APPENDIX I

GLOSSARY / DEFINITIONS

Administrative Support Workers - See "Occupational Categories."

Affirmation Rate – The percentage of appeal closures that were affirmed by the EEOC.

ADR Closures – The number of counselings or complaints that completed the ADR process during the fiscal year.

ADR Election Rate - Of the total counselings or complaints that received an ADR offer, the election rate represents the percentage that participated in the ADR process.

ADR Offer Rate - The percentage of the counseling workload (minus ADR pending) or the complaint work load (minus ADR pending) that received an ADR offer.

ADR Participation Rate - The percentage of the counseling workload (minus ADR pending) or the complaint workload (minus ADR pending) where both parties agreed to participate in ADR.

ADR Resolution Rate - The percentage of ADR closures that were resolved by either settlement or withdrawal from the EEO process.

Agency - Executive agencies as defined in Section 102 of Title 5, U.S. Code (including those with employees and applicants for employment who are paid from nonappropriated funds), the United States Postal Service, the Postal Rate Commission, and those units of the legislative and judicial branches of the Federal government having positions in the competitive service.

Annual Reports - Reports required to be submitted to EEOC on agencies' affirmative employment program accomplishments pursuant to EEOC Management Directives 715.

Appeal Closures – The number of appeals decided by the EEOC during the fiscal year.

Appeal Receipts – The number of appeals filed with the EEOC during the fiscal year.

Appeals Inventory – The number of appeals on hand at the end of the fiscal year.

Average Age of Open Pending Inventory – Average number of days of all complaints, hearings or appeals which are not yet resolved at the end of the reporting period.

Average Processing Time – The total number of days divided by the number of investigations, complaint closures, hearing closures, or appeal closures.

Central Personnel Data File (CPDF) - This is a computer data file created and maintained by the OPM. The file is based on personnel action information submitted directly to the OPM by

Executive Branch federal agency appointing offices, and is updated monthly. Some Executive Branch agencies do not submit data to the CPDF including the following: the Tennessee Valley Authority, United States Postal Service, Army & Air Force Exchange Service, Central Intelligence Agency, Defense Intelligence Agency, National Geospatial-Intelligence Agency, and the National Security Agency.

Civilian Labor Force (CLF) - Data derived from the decennial census reflecting persons, 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLF data used in this report is based on the 2000 Census.

Complainants – Individuals, either employees or applicants, who filed a formal complaint against a federal agency during the fiscal year.

Complaint Closures – The number of complaints that were completed in the formal complaint process during the fiscal year.

Complaint Rate – The percentage of individuals who filed a complaint per the total work force.

Complaint Workload – The sum of the complaints pending from the previous reporting period, the complaints filed, and the complaints remanded.

Complaints Filed – The number of complaints that were filed against the federal government during the fiscal year.

Completed/Ended Counselings – The number of counselings in which were concluded/closed, either by a written settlement agreement, a written withdrawal from the counseling process, the issuance of a notice of right to file a formal complaint, the forwarding of a counseling in to an Administrative Judge when requested/ordered by the Administrative Judge, or the filing of a complaint after the regulatory counseling period has expired even though not all counseling duties have been performed.

Counseling Rate – The percentage of individuals who completed counseling per the total work force.

Counseling Workload – The sum of counseling activities on hand at the beginning of the reporting period and those initiated during the reporting period.

Counselings Initiated – the number of new counselings that began during the current fiscal year.

Craft Workers - See "Occupational Categories."

Data from 2000 Census Special EEO File - Data derived from the 2000 decennial census (www.census.gov/eo2000/).

Decision to File Complaint Pending – The number of completed counselings in which (1) the agency did not receive a complaint, and (2) the 15-day period for filing a complaint had not expired at the end of the fiscal year.

Disability - A physical or mental impairment that substantially limits one or more major life activities.

Dismissals – An agency's final action on a complaint of discrimination which meets the criteria set forth in 29 C.F.R. § 1614.107(a).

EEOC Form 462 Report – The document in which federal agencies report their discrimination complaint statistics by October 31st of each year.

Federal Wage System Positions - Positions OPM classifies as those whose primary duty involves the performance of physical work which requires a knowledge or experience of a trade, craft, or manual-labor work.

Final Agency Actions – An agency's final action on a complaint of discrimination, which includes a final agency decision, a final order implementing an EEOC Administrative Judge's decision or a final determination on a breach of settlement agreement claim.

General Schedule Positions - Positions OPM classifies as those whose primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature.

Hearing Closures – The number of hearings decided by EEOC Administrative Judges during the fiscal year.

Hearing Requests – The number of hearings requested by complainants during the fiscal year.

Hearings Inventory – The number of hearing requests on hand at the end of the fiscal year.

Investigations – The number of agency reviews or inquiries into claims of discrimination raised in an EEO complaint, resulting in a report of investigation.

Laborers & Helpers - See "Occupational Categories."

Lump Sum Payment - A single payment made in a settlement which does not identify the portion of the amount paid for back pay, compensatory damages, attorney fees, etc.

Major Occupations – Agency occupations that are mission related and heavily populated relative to other occupations within the agency.

Merit Decisions – Decisions that determine whether or not discrimination was proven. (issued by either a federal agency or an EEOC administrative judge).

MD-110 - EEO Management Directive 110 provides policies, procedures and guidance relating to the processing of employment discrimination complaints governed by the Commission's regulations in 29 CFR Part 1614.

MD-715 – EEO Management Directive 715 describes program responsibilities and reporting requirements relating to agencies' EEO programs.

MD-715 Report – The document which agencies use to annually report the status of its activities undertaken pursuant to its EEO program under Title VII of the Civil Rights Act of 1964 and its activities undertaken pursuant to its affirmative action obligations under the Rehabilitation Act of 1973.

Monetary Benefits – A payment that an agency agreed to provide in a settlement agreement, a final agency decision finding discrimination, a final order agreeing to fully implement an EEOC Administrative Judge's decision containing a payment award or in compliance with an Office of Federal Operations' appellate decision which ordered a payment award.

No Complaint Filed – Occurs when: (1) agency issues a Notice of Right to File Letter and does not receive a formal complaint within 15 days; or (2) the individual notifies the agency in writing that s/he is withdrawing from counseling.

Occupational Categories - The occupational categories for the EEO-9 are as follows:

Administrative Support Workers - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

Craft Workers - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

Laborers & Helpers - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, grounds keepers and gardeners, farm workers, stevedores,

wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

Officials and Managers - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual offices, programs, divisions or other units or special phases of an agency's operations. In the federal sector, this category is further broken out into four sub-categories: (1) Executive/Senior Level - includes those at the GS-15 grade or in the Senior Executive Service, (2) Mid-Level - includes those at the GS-13 or 14 grade, (3) First-Level - includes those at or below the GS-12 grade and (4) Other - includes employees in a number of different occupations which are primarily business, financial and administrative in nature, and do not have supervisory or significant policy responsibilities, such as Administrative Officers.

Operatives - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flame cutters, electrical and electronic equipment assemblers, butchers and meat cutters, inspectors, testers and graders, hand packers and packagers, and kindred workers.

Professionals - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

Technicians - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Sales - Occupations engaging wholly or primarily in direct selling.

Service Workers - Workers in both protective and non-protective service occupations.

Officials and Managers - See "Occupational Categories."

Operatives - See "Occupational Categories."

Other Pay System Positions – Those positions in alternative pay plans based on performance, like pay-banding, and market-based pay systems that are not easily converted to General Schedule and Related.

Outreach - Presentations and participation in meetings, conferences and seminars with employee and employer groups, professional associations, students, non-profit entities, community organizations and other members of the general public to provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the complaint process.

Participation Rate - The extent to which members of a specific demographic group are represented in an agency's work force.

Permanent Work Force - Full-time, part-time and intermittent employees of a particular agency. For purposes of this Report, those persons employed as of September 30, 2005.

Professionals - See "Occupational Categories."

Race/Ethnicity -

American Indian/Alaskan Native - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Asian American/Pacific Islander - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands and Samoa.

Black (Not of Hispanic Origin) - All persons having origins in any of the Black racial groups of Africa.

Hispanic - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Reportable Disability - Any self-identified disability reported by an employee to the employing agency.

Sales Workers - See "Occupational Categories."

Second Level Reporting Component - A subordinate component of a Federal agency which is required to file EEOC FORM 715-01 with the EEOC. While many Federal agencies have subordinate components, not every subordinate component is a Second Level Reporting Component for purposes of filing EEOC FORM 715-01. A list of Federal agencies and departments covered by MD-715 and Second Level Reporting Components is posted on the EEOC's website at: <http://www.eeoc.gov/federal/715instruct/agencylist.html>.

Senior Pay Level Positions - Positions which include the Senior Executive Service, Executive Schedule, Senior Foreign Service, and other employees earning salaries above grade 15 in the General Schedule.

Service workers - See "Occupational Categories."

Settlements – Where an agency agrees to award monetary or non-monetary benefits to an individual who agreed either to not file a formal complaint or to withdraw a formal complaint.

Targeted Disabilities - Those disabilities that the federal government, as a matter of policy, has identified for special emphasis. The targeted disabilities (and the codes that represent them on the Office of Personnel Management's Standard Form 256) are: deafness (16 and 17); blindness (23 and 25); missing extremities (28 and 32 through 38); partial paralysis (64 through 68); complete paralysis (71 through 78); convulsive disorders (82); mental retardation (90); mental illness (91); and distortion of limb and/or spine (92)."

Technicians - See "Occupational Categories."

Temporary Work Force –Employees in positions established for a limited period of time, usually for less than a year.

Training – The process of educating managers and employees on the laws enforced by EEOC and how to prevent and correct discrimination in the workplace and educating EEO professionals in carrying out the agency's EO responsibilities.

Total Work Force - All employees of an agency subject to 29 C.F.R. Part 1614 regulations, including temporary, seasonal and permanent employees. Total Work Force numbers in Part I, Sections A-D are as reported in the OPM's CPDF. Total Work Force numbers in Part I, Section E are as reported by agencies in their EEO Form 462 Reports.

Withdrawals – An election to end the EEO process during the formal complaint stage.

APPENDIX II

APPENDIX II

FEDERAL EEO COMPLAINT PROCESSING PROCEDURES

A. Contact EEO Counselor

Aggrieved persons who believe they have been discriminated against must contact an agency EEO counselor prior to filing a formal complaint. The person must initiate counselor contact within 45 days of the matter alleged to be discriminatory. 29 C.F.R. Section 1614.105(a)(1). This time limit shall be extended where the aggrieved person shows that: he or she was not notified of the time limits and was not otherwise aware of them; he or she did not and reasonably should not have known that the discriminatory matter occurred; despite due diligence he or she was prevented by circumstances beyond his or her control from contacting the counselor within the time limits. 29 C.F.R. Section 1614.105(a)(2).

B. EEO Counseling

EEO counselors provide information to the aggrieved individual concerning how the federal sector EEO process works, including time frames and appeal procedures, and attempt to informally resolve the matter. At the initial counseling session, counselors must advise individuals in writing of their rights and responsibilities in the EEO process, including the right to request a hearing before an EEOC Administrative Judge or an immediate final decision from the agency following its investigation of the complaint. Individuals must be informed of their right to elect between pursuing the matter in the EEO process under part 1614 and a grievance procedure (where available) or the Merit Systems Protection Board appeal process (where applicable). The counselor must also inform the individuals of their right to proceed directly to court in a lawsuit under the Age Discrimination in Employment Act, of their duty to mitigate damages, and that only claims raised in pre-complaint counseling or claims like or related to those raised in counseling may be alleged in a subsequent complaint filed with the agency. 29 C.F.R. Section 1614.105(b)(1).

Counseling must be completed within 30 days of the date the aggrieved person contacted the agency's EEO office to request counseling. If the matter is not resolved in that time period, the counselor must inform the individual in writing of the right to file a discrimination complaint. This notice ("Notice of Final Interview") must inform the individual that a complaint must be filed within 15 days of receipt of the notice, identify the agency official with whom the complaint must be filed, and of the individual's duty to inform the agency if he or she is represented. 29 C.F.R. Section 1614.105(d). The 30-day counseling period may be extended for an additional 60 days: (1) where the individual agrees to such extension in writing; or (2) where the aggrieved person chooses to participate in an ADR procedure. If the claim is not resolved before the 90th day, the Notice of Final Interview described above must be issued to the individual. 29 C.F.R. Section 1614.105(e), (f). When a complaint is filed, the EEO counselor must submit a written report to the agency's EEO office concerning the issues discussed and the actions taken during counseling. 29 C.F.R. Section 1614.105(c).

C. Alternative Dispute Resolution (ADR)

Beginning January 1, 2000 all agencies were required to establish or make available an ADR program. Such program must be available for both the pre-complaint process and the formal complaint process. 29 C.F.R. Section 1614.102(b)(2). At the initial counseling session, counselors must advise individuals that, where an agency agrees to offer ADR in a particular case, the individual may choose between participation in the ADR program and EEO counseling. 29 C.F.R. Section 1614.105(b)(2). As noted above, if the matter is not resolved in the ADR process within 90 days of the date the individual contacted the agency's EEO office, a Notice of Final Interview must be issued to the individual giving him or her the right to proceed with a formal complaint.

D. Complaints

A complaint must be filed with the agency that allegedly discriminated against the complainant within 15 days of receipt of the Notice of Final Interview. The complaint must be a signed statement from the complainant or the complainant's attorney, containing the complainant's (or representative's) telephone number and address, and must be sufficiently precise to identify the complainant and the agency, and describe generally the action or practice which forms the basis of the complaint. 29 C.F.R. Section 1614.106.

A complainant may amend a complaint at any time prior to the conclusion of the investigation to include issues or claims like or related to those raised in the complaint. After requesting a hearing, a complainant may file a motion with the AJ to amend a complaint to include issues or claims like or related to those raised in the complaint. 29 C.F.R. Section 1614.106(d).

The agency must acknowledge receipt of the complaint in writing and inform the complainant of the date on which the complaint was filed, of the address of the EEOC office where a request for a hearing should be sent, that the complainant has the right to appeal the agency's final action or dismissal of a complaint, and that the agency must investigate the complaint within 180 days of the filing date. The agency's acknowledgment must also advise the complainant that when a complaint has been amended, the agency must complete the investigation within the earlier of: (1) 180 days after the last amendment to the complaint; or (2) 360 days after the filing of the original complaint. A complainant may request a hearing from an EEOC AJ on the consolidated complaints any time after 180 days from the date of the first filed complaint. 29 C.F.R. Section 1614.106(e).

E. Dismissals of Complaints

Prior to a request for a hearing, in lieu of accepting a complaint for investigation an agency may dismiss an entire complaint for any of the following reasons: (1) failure to state a claim, or stating the same claim that is pending or has been decided by the agency or the EEOC; (2) failure to comply with the time limits; (3) filing a complaint on a matter that has not been brought to the attention of an EEO counselor and which is not like or related to the matters counseled; (4) filing a complaint which is the basis of a pending civil action, or which

was the basis of a civil action already decided by a court; (5) where the complainant has already elected to pursue the matter through either the negotiated grievance procedure or in an appeal to the Merit Systems Protection Board; (6) where the matter is moot or merely alleges a proposal to take a personnel action; (7) where the complainant cannot be located; (8) where the complainant fails to respond to a request to provide relevant information; (9) where the complaint alleges dissatisfaction with the processing of a previously filed complaint; (10) where the complaint is part of a clear pattern of misuse of the EEO process for a purpose other than the prevention and elimination of employment discrimination. 29 C.F.R. Section 1614.107.

If an agency believes that some, but not all, of the claims in a complaint should be dismissed for the above reasons, it must notify the complainant in writing of the rationale for this determination, identify the allegations which will not be investigated, and place a copy of this notice in the investigative file. This determination shall be reviewable by an EEOC AJ if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken by the agency on the remainder of the complaint. 29 C.F.R. Section 1614.107(b).

F. Investigations

Investigations are conducted by the respondent agency. The agency must develop an impartial and appropriate factual record upon which to make findings on the claims raised by the complaint. An appropriate factual record is defined in the regulations as one that allows a reasonable fact finder to draw conclusions as to whether discrimination occurred. 29 C.F.R. Section 1614.108(b).

The investigation must be completed within 180 days from the filing of the complaint.¹ A copy of the investigative file must be provided to the complainant, along with a notification that, within 30 days of receipt of the file, the complainant has the right to request a hearing and a decision from an EEOC AJ or may request an immediate final decision from the agency. 29 C.F.R. Section 1614.108(f).

An agency may make an offer of resolution to a complainant who is represented by an attorney at any time after the filing of a complaint, but not later than the date an AJ is appointed to conduct a hearing. An agency may make an offer of resolution to a complaint, represented by an attorney or not, after the parties have received notice that an administrative judge has been appointed to conduct a hearing, but not later than 30 days prior to a hearing.

Such offer of resolution must be in writing and include a notice explaining the possible consequences of failing to accept the offer. If the complainant fails to accept the offer within 30 days of receipt, and the relief awarded in the final decision on the complaint is not more favorable than the offer, then the complainant shall not receive payment from the agency of

¹The 180-day statutory period for investigating complaints can be extended to no more than 360 days if the consolidation of two or more complaints occurs. See 29 C.F.R. § 1614.606.

attorney's fees or costs incurred after the expiration of the 30-day acceptance period. 29 C.F.R. Section 1614.109(c).

G. Hearings

Requests for a hearing must be sent by the complainant to the EEOC office indicated in the agency's acknowledgment letter, with a copy to the agency's EEO office. Within 15 days of receipt of the request for a hearing, the agency must provide a copy of the complaint file to EEOC. The EEOC will then appoint an AJ to conduct a hearing. 29 C.F.R. Section 1614.108(g).

Prior to the hearing, the parties may conduct discovery. The purpose of discovery is to enable a party to obtain relevant information for preparation of the party's case. Each party initially bears their own costs for discovery. For a more detailed description of discovery procedures, see EEOC Management Directive 110, Chapter 6.

Agencies provide for the attendance of all employees approved as witnesses by the AJ. Hearings are considered part of the investigative process, and are closed to the public. The AJ conducts the hearing and receives relevant information or documents as evidence. The hearing is recorded and the agency is responsible for paying for the transcripts of the hearing. Rules of evidence are not strictly applied to the proceedings. If the AJ determines that some or all facts are not in genuine dispute, he or she may limit the scope of the hearing or issue a decision without a hearing.

An EEOC AJ may dismiss a complaint for any of the reasons set out above under Dismissals or the AJ must conduct the hearing and issue a decision on the complaint within 180 days of receipt by the AJ of the complaint file from the agency. 29 C.F.R. Section 1614.109(b). The AJ will send copies of the hearing record, the transcript and the decision to the parties. If an agency does not issue a final order within 40 days of receipt of the AJ's decision, then the decision becomes the final action by the agency in the matter. 29 C.F.R. Section 1614.109(i).

H. Final Action by Agencies

When an AJ has issued a decision (either a dismissal, a summary judgment decision or a decision following a hearing), the agency must take final action on the complaint by issuing a final order within 40 days of receipt of the hearing file and the AJ's decision. The final order must notify the complainant whether or not the agency will fully implement the decision of the AJ, and shall contain notice of the complainant's right to appeal to EEOC or to file a civil action. If the final order does not fully implement the decision of the AJ, the agency must simultaneously file an appeal with EEOC and attach a copy of the appeal to the final order. 29 C.F.R. Section 1614.110(a).

When an AJ has not issued a decision (i.e., when an agency dismisses an entire complaint under 1614.107, receives a request for an immediate final decision, or does not receive a reply to the notice providing the complainant the right to either request a hearing or

an immediate final decision), the agency must take final action by issuing a final decision. The agency's final decision will consist of findings by the agency on the merits of each issue in the complaint. Where the agency has not processed certain allegations in the complaint for procedural reasons set out in 29 C.F.R. Section 1614.107, it must provide the rationale for its decision not to process the allegations. The agency's decision must be issued within 60 days of receiving notification that the complainant has requested an immediate final decision. The agency's decision must contain notice of the complainant's right to appeal to the EEOC, or to file a civil action in federal court. 29 C.F.R. Section 1614.110(b).

I. Appeals to the EEOC

Several types of appeals may be brought to the EEOC. A complainant may appeal an agency's final action or dismissal of a complaint within 30 days of receipt. 29 C.F.R. Sections 1614.401(a), 1614.402(a). A complainant may also appeal to the EEOC for a determination as to whether the agency has complied with the terms of a settlement agreement or decision. 29 C.F.R. Section 1614.504(b). A grievant may appeal the final decision of the agency, arbitrator or the FLRA on a grievance when an issue of employment discrimination was raised in the grievance procedure. 29 C.F.R. Section 1614.401(d). If the agency's final action and order do not fully implement the AJ's decision, the agency must appeal to the EEOC. 29 C.F.R. Section 1614.110(a); 29 C.F.R. Section 1614.401(b).

If the complaint is a class action, the class agent or the agency may appeal an AJ's decision accepting or dismissing all or part of the class complaint. A class agent may appeal a final decision on a class complaint. A class member may appeal a final decision on an individual claim for relief pursuant to a finding of class-wide discrimination. Finally, both the class agent or the agency may appeal from an AJ decision on the adequacy of a proposed settlement of a class action. 29 C.F.R. Section 1614.401(c).

Appeals must be filed with EEOC's Office of Federal Operations (OFO). Any statement or brief on behalf of a complainant in support of an appeal must be submitted to OFO within 30 days of filing the notice of appeal. Any statement or brief on behalf of the agency in support of its appeal must be filed within 20 days of filing the notice of appeal. An agency must submit the complaint file to OFO within 30 days of initial notification that the complainant has filed an appeal or within 30 days of submission of an appeal by the agency. Any statement or brief in opposition to an appeal must be submitted to OFO and served on the opposing party within 30 days of receipt of the statement or brief supporting the appeal, or, if no statement or brief supporting the appeal has been filed, within 60 days of receipt of the appeal. 29 C.F.R. Section 1614.403. EEOC has the authority to draw adverse inferences against a party failing to comply with its appeal procedures or requests for information. 29 C.F.R. Section 1614.404(c). The decision on an appeal from an agency's final action is based on a *de novo* review, except that the review of the factual findings in a decision by an AJ following a hearing is based on a substantial evidence standard of review. 29 C.F.R. Section 1614.405(a).

A party may request that EEOC reconsider its decision within 30 days of receipt of the Commission's decision. Such requests are not a second appeal, and will be granted only when the previous EEOC decision involved a clearly erroneous interpretation of material fact

or law; or when the decision will have a substantial impact on the policies, practices or operations of the agency. 29 C.F.R. Section 1614.405(b). The EEOC's decision will be based on a preponderance of the evidence. The decision will also inform the complainant of his or her right to file a civil action.

J. Civil Actions

Prior to filing a civil action under Title VII of the Civil Rights Act of 1964 or the Rehabilitation Act of 1973, a federal sector complainant must first exhaust the administrative process set out at 29 C.F.R. Part 1614. "Exhaustion" for the purposes of filing a civil action may occur at different stages of the process. The regulations provide that civil actions may be filed in an appropriate federal court: (1) within 90 days of receipt of the final action where no administrative appeal has been filed; (2) after 180 days from the date of filing a complaint if an administrative appeal has not been filed and final action has not been taken; (3) within 90 days of receipt of EEOC's final decision on an appeal; or (4) after 180 days from the filing of an appeal with EEOC if there has been no final decision by the EEOC. 29 C.F.R. Section 1614.407.

Under the Age Discrimination in Employment Act (ADEA), a complainant may proceed directly to federal court after giving the EEOC notice of intent to sue. 29 C.F.R. Section 1614.201. An ADEA complainant who initiates the administrative process in 29 C.F.R. Part 1614 may also file a civil action within the time frames noted above. 29 C.F.R. Section 1614.407.

Under the Equal Pay Act, a complainant may file a civil action within 2 years (3 years for willful violations), regardless of whether he or she has pursued an administrative complaint. 29 C.F.R. Section 1614.408. Filing a civil action terminates EEOC processing of an appeal. 29 C.F.R. Section 1614.409.

K. Class Complaints

Class complaints of discrimination are processed differently from individual complaints. See 29 C.F.R. Section 1614.204. The employee or applicant who wishes to file a class complaint must first seek counseling and be counseled, just like an individual complaint. However, once counseling is completed the class complaint is not investigated by the respondent agency. Rather, the complaint is forwarded to the nearest EEOC Field or District Office, where an EEOC AJ is appointed to make decision as to whether to accept or dismiss the class complaint. The AJ examines the class to determine whether it meets the class certification requirements of numerosity, commonality, typicality and adequacy of representation. The AJ may issue a decision dismissing the class because it fails to meet any of these class certification requirements, as well as for any of the reasons for dismissal discussed above for individual complaints.

A class complaint may begin as an individual complaint of discrimination. At a certain point, it may become evident that there are many more individuals than the complainant affected by the issues raised in the individual complaint. EEOC's regulations provide that a

complainant may move for class certification at any reasonable point in the process when it becomes apparent that there are class implications to the claims raised in an individual complaint. 29 C.F.R. Section 1614.204(b).

The AJ transmits his or her decision to accept or dismiss a class complaint to the class agent and the agency. The agency must then take final action by issuing a final order within 40 days of receipt of the AJ's decision. The final order must notify the agent whether or not the agency will implement the decision of the AJ. If the agency's final order does not implement the AJ's decision, the agency must simultaneously appeal the AJ's decision to EEOC's OFO. A copy of the agency's appeal must be appended to the agency's final order. 29 C.F.R. Section 1614.204(d)(7).

A dismissal of a class complaint shall inform the class agent either that the complaint is being filed on that date as an individual complaint and processed accordingly, or that the complaint is also dismissed as an individual complaint for one of the reasons for dismissal (discussed in section E, above). In addition, a dismissal must inform the class agent of the right to appeal to EEOC's OFO or to file a civil action in federal court.

When a class complaint is accepted, the agency must use reasonable means to notify the class members of the acceptance of the class complaint, a description of the issues accepted as part of the complaint, an explanation of the binding nature of the final decision or resolution on the class members, and the name, address and telephone number of the class representative. 29 C.F.R. Section 1614.204(e). In lieu of an investigation by the respondent agency, an EEOC AJ develops the record through discovery and a hearing. The AJ then issues a recommended decision to the agency. Within 60 days of receipt of the AJ's recommended decision on the merits of the class complaint, the agency must issue a final decision which either accepts, rejects or modifies the AJ's recommended decision. If the agency fails to issue such a decision within that time frame, the AJ's recommended decision becomes the agency's final decision in the class complaint.

When discrimination is found in the final decision and a class member believes that he or she is entitled to relief, the class member may file a written claim with the agency within 30 days of receipt of notification by the agency of its final decision. The EEOC AJ retains jurisdiction over the complaint in order to resolve disputed claims by class members. The claim for relief must contain a specific showing that the claimant is a class member entitled to relief. EEOC's regulations provide that, when a finding of discrimination against a class has been made, there is a presumption of discrimination as to each member of the class. The agency must show by clear and convincing evidence that any class member is not entitled to relief. The agency must issue a final decision on each individual claim for relief within 90 days of filing. Such decision may be appealed to EEOC's OFO, or a civil action may be filed in federal court. 29 C.F.R. Section 1614.204(l)(3).

A class complaint may be resolved at any time by agreement between the agency and the class agent. Notice of such resolution must be provided to all class members, and reviewed and approved by an EEOC AJ. If the AJ finds that the proposed resolution is not fair to the class as a whole, the AJ will issue a decision vacating the agreement, and may replace

the class agent with some other eligible class member to further process the class complaint. Such decision may be appealed to EEOC. If the AJ finds that the resolution is fair to the class as a whole, the resolution is binding on all class members. 29 C.F.R. Section 1614.204(g).

L. Grievances

Persons covered by collective bargaining agreements which permit allegations of discrimination to be raised in the grievance procedure, and who wish to file a complaint or grievance on an allegation of employment discrimination, must elect to proceed either under the procedures of 29 C.F.R. Part 1614 or the negotiated grievance procedures, but not both. 29 C.F.R. Section 1614.301(a). An election to proceed under Part 1614 is made by the filing of a complaint, and an election to proceed under the negotiated grievance procedures is made by filing a grievance. Participation in the pre-complaint procedures of Part 1614 is not an election of the 1614 procedures. The election requirement does not apply to employees of agencies not covered by 5 U.S.C. Section 7121(d), notably employees of the United States Postal Service.

M. Mixed Case Complaints

Some employment actions which may be the subject of a discrimination complaint under Part 1614 may also be appealed to the Merit Systems Protection Board (MSPB). In such cases, the employee must elect to proceed with a complaint as a “mixed case complaint” under Part 1614, or a “mixed case appeal” before the MSPB. Whichever is filed first is considered an election to proceed in that forum. 29 C.F.R. Section 1614.302.

Mixed case complaints are processed similarly to other complaints of discrimination, with the following notable exceptions: (1) the agency has only 120 days from the date of the filing of the mixed case complaint to issue a final decision, and the complainant may appeal the matter to the MSPB or file a civil action any time thereafter; (2) the complainant must appeal the agency’s decision to the MSPB, not the EEOC, within 30 days of receipt of the agency’s decision; (3) at the completion of the investigation the complainant does not have the right to request a hearing before an EEOC AJ, and the agency must issue a decision within 45 days. 29 C.F.R. Section 1614.302(d). Individuals who have filed either a mixed case complaint or a mixed case appeal, and who have received a final decision from the MSPB, may petition the EEOC to review the MSPB final decision.

In contrast to non-mixed matters, individuals who wish to file a civil action in mixed-case matters must file within 30 days (not 90) of receipt of: (1) the agency’s final decision; (2) the MSPB’s final decision; or (3) the EEOC’s decision on a petition to review. Alternatively, a civil action may be filed after 120 days from the date of filing the mixed case complaint with the agency or the mixed case appeal with the MSPB if there has been no final decision on the complaint or appeal, or 180 days after filing a petition to review with EEOC if there has been no decision by EEOC on the petition. 29 C.F.R. Section 1614.310.

APPENDIX III

APPENDIX III

FY 2005 FEDERAL WORK FORCE TABLES

****NOTE** The following tables are available only on the Commission's website - www.eeoc.gov**

GOVERNMENT-WIDE EMPLOYMENT OF WORKERS IN THE FEDERAL WORK FORCE (Data provided by CPDF, AAFES, TVA and USPS)

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TABLE A-1
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN

	2000 CIVILIAN LABOR WORK FORCE	FEDERAL WORK FORCE*										
	%	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2005
TOTAL WORK FORCE		2,532,507	2,475,761	2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903		2,610,920
% OF MEN	53.20	58.40	58.35	58.13	57.89	57.70	57.55	57.57	57.43	57.10	57.01	1,488,532
% OF WOMEN	46.80	41.60	41.65	41.87	42.11	42.30	42.45	42.43	42.57	42.90	42.99	1,122,388
HISPANICS (%)	10.70	6.26	6.39	6.59	6.69	6.81	6.94	7.10	7.22	7.46	7.61	198,583
% OF MEN	6.20	3.88	3.97	4.07	4.10	4.15	4.22	4.33	4.39	4.48	4.54	118,474
% OF WOMEN	4.50	2.38	2.42	2.52	2.59	2.65	2.72	2.77	2.83	2.98	3.07	80,109
WHITES (%)	72.70	69.46	69.16	68.48	68.08	67.78	67.52	67.31	67.17	66.91	66.49	1,736,050
% OF MEN	39.00	43.08	42.87	42.36	41.97	41.67	41.40	41.28	41.11	40.71	40.44	1,055,859
% OF WOMEN	33.70	26.38	26.29	26.12	26.11	26.10	26.11	26.03	26.06	26.19	26.05	680,191
BLACKS (%)	10.60	18.32	18.35	18.57	18.70	18.76	18.74	18.63	18.56	18.18	18.29	477,621
% OF MEN	4.80	8.04	8.04	8.13	8.15	8.15	8.11	8.07	8.00	7.81	7.86	205,269
% OF WOMEN	5.80	10.27	10.31	10.45	10.55	10.62	10.63	10.56	10.56	10.37	10.43	272,352
ASIAN AMERICAN/ PACIFIC ISLANDERS (%)	4.00	4.59	4.71	4.95	5.11	5.22	5.32	5.45	5.54	5.79	5.94	155,078
% OF MEN	2.10	2.72	2.77	2.89	2.97	3.03	3.10	3.16	3.21	3.32	3.40	88,847
% OF WOMEN	1.90	1.87	1.93	2.06	2.14	2.18	2.22	2.29	2.33	2.46	2.54	66,231
AMERICAN INDIAN/ ALASKAN NATIVES (%)	1.00	1.37	1.39	1.40	1.42	1.44	1.48	1.50	1.50	1.67	1.67	43,588
% OF MEN	0.50	0.68	0.69	0.69	0.69	0.70	0.71	0.72	0.71	0.77	0.77	20,083
% OF WOMEN	0.50	0.69	0.71	0.72	0.73	0.74	0.76	0.79	0.79	0.90	0.90	23,505
INDIVIDUALS WITH TARGETED DISABILITIES %	CLP not available	1.18	1.16	1.14	1.13	1.12	1.10	1.07	1.05	0.99	0.96	25,142

* Includes data for those agencies which are provided by CPDF plus AAFES, TVA AND USPS; does not include data for intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

Table A-1

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGENCY FOR INTERNATIONAL DEVELOPMENT																									
1996	2,439	1,299	52.83	1,160	47.17	51	2.07	27	1.1	1,047	42.58	586	23.83	152	6.18	506	20.58	42	1.72	37	1.5	7	0.28	4	0.16
1997	2,313	1,203	52.01	1,110	47.99	48	2.08	24	1.04	960	41.50	562	24.30	150	6.49	486	21.01	39	1.69	34	1.47	6	0.26	4	0.17
1998	2,223	1,132	50.92	1,091	49.08	47	2.11	25	1.12	901	40.53	554	24.92	136	6.12	476	21.14	42	1.89	32	1.44	6	0.27	4	0.18
1999	2,091	1,073	51.32	1,018	48.68	44	2.10	22	1.05	857	40.99	512	24.49	130	6.22	448	21.43	37	1.77	32	1.53	5	0.24	4	0.19
2000	1,850	947	51.19	903	48.81	42	2.27	18	0.97	750	40.54	497	24.16	117	6.32	404	21.84	35	1.89	30	1.62	3	0.16	4	0.22
2001	1,745	886	50.77	859	49.23	38	2.18	16	0.92	702	40.23	414	23.72	107	6.13	394	22.58	36	2.06	31	1.78	3	0.17	4	0.23
2002	1,736	862	49.65	874	50.35	39	2.25	16	0.92	676	38.94	412	23.73	110	6.34	409	23.56	35	2.02	34	1.96	2	0.12	3	0.17
2003	1,706	853	49.83	853	50.17	41	2.40	15	0.88	642	37.63	411	24.09	113	6.62	411	24.09	36	2.11	34	1.99	1	0.06	2	0.12
2004	2,238	1,113	49.73	1,125	50.27	55	2.45	28	1.25	869	38.82	594	26.54	136	6.01	438	19.57	52	2.32	61	2.72	1	0.04	4	0.17
2005	2,389	1,190	49.81	1,199	50.19	56	2.34	34	1.42	935	39.14	636	26.62	142	5.94	448	18.75	56	2.34	77	3.22	1	0.04	4	0.17
AGRICULTURE, DEPT. OF																									
1996	89,534	52,560	58.70	36,974	41.30	2,818	3.15	1,629	1.82	43,924	49.06	28,347	31.66	3,401	3.80	5,326	5.95	1,120	1.25	762	0.85	1,297	1.45	910	1.02
1997	87,392	51,567	58.78	35,825	41.22	2,817	3.22	1,626	1.86	42,727	48.89	27,602	31.36	3,388	3.88	5,353	6.13	1,144	1.31	734	0.86	1,291	1.48	890	1.02
1998	85,711	50,131	58.49	35,580	41.51	2,841	3.31	1,636	1.91	41,476	48.39	26,850	31.33	3,373	3.94	5,461	6.37	1,160	1.35	758	0.88	1,281	1.49	875	1.02
1999	85,156	49,626	58.28	35,530	41.72	2,850	3.35	1,640	1.95	40,973	48.12	26,711	31.37	3,361	3.95	5,527	6.49	1,171	1.38	767	0.90	1,271	1.49	865	1.02
2000	85,305	49,347	57.85	35,958	42.15	2,901	3.40	1,714	2.01	40,595	47.59	26,861	31.49	3,392	3.95	5,703	6.69	1,194	1.40	799	0.94	1,265	1.48	881	1.03
2001	88,194	50,947	57.77	37,247	42.23	3,142	3.56	1,817	2.06	41,672	47.25	27,720	31.43	3,506	3.98	5,969	6.77	1,281	1.45	831	0.96	1,346	1.53	890	1.01
2002	90,858	52,339	57.61	38,519	42.39	3,201	3.62	1,943	2.14	42,790	47.10	28,629	31.51	3,550	3.91	6,118	6.73	1,378	1.52	923	1.02	1,330	1.46	906	1.00
2003	89,853	51,355	57.15	38,498	42.85	3,051	3.40	1,819	2.02	42,298	47.07	28,727	31.62	3,425	3.81	6,150	6.82	1,380	1.42	918	1.02	1,301	1.45	904	1.01
2004	112,084	64,084	57.17	48,000	42.83	4,249	3.79	2,657	2.36	52,451	46.80	35,405	31.76	4,070	3.63	7,685	6.85	1,779	1.58	1,224	1.09	1,535	1.36	1,034	0.92
2005	109,344	62,294	56.97	47,050	43.03	4,255	3.89	2,697	2.47	50,760	46.42	34,589	31.63	3,955	3.62	7,525	6.83	1,814	1.66	1,246	1.14	1,510	1.38	993	0.91
ARMED FORCES RETIREMENT HOME																									
1996	913	467	51.15	446	48.85	13	1.42	14	1.53	239	26.18	112	12.27	208	22.78	306	33.52	5	0.55	14	1.53	2	0.22	0	0.00
1997	911	457	50.16	454	49.84	13	1.47	17	1.87	222	24.37	107	11.75	215	23.60	316	34.69	4	0.44	14	1.54	2	0.23	0	0.00
1998	850	421	49.53	429	50.47	15	1.76	21	2.47	207	24.35	99	11.65	189	22.24	294	34.59	5	0.59	15	1.76	5	0.59	0	0.00
1999	811	400	49.20	411	50.80	15	1.85	20	2.46	205	25.22	98	12.03	170	20.91	279	34.32	5	0.62	16	1.92	5	0.62	0	0.00
2000	772	365	47.28	407	52.72	15	1.94	20	2.59	183	23.70	98	12.69	157	20.34	275	35.62	6	0.78	14	1.81	4	0.52	0	0.00
2001	758	339	44.72	399	52.64	15	1.98	20	2.64	180	23.75	94	12.40	157	20.71	269	35.49	5	0.66	16	2.11	2	0.26	0	0.00
2002	738	337	45.66	401	54.34	13	1.76	18	2.44	161	21.82	96	13.01	156	21.14	272	36.86	5	0.68	15	2.03	2	0.27	0	0.00
2003	661	276	41.75	385	58.25	9	1.36	18	2.72	123	18.61	88	13.31	138	20.88	264	39.94	5	0.76	15	2.27	1	0.15	0	0.00
2004	505	172	34.06	333	65.94	5	0.99	17	3.37	74	14.65	65	12.87	85	17.62	257	46.93	4	0.79	14	2.77	0	0.00	0	0.00
2005	4	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BROADCASTING BOARD OF GOVERNORS***																									
1996	1,899	1,239	65.24	660	34.76	107	5.63	56	8.48	808	42.55	311	47.12	156	8.21	222	33.64	164	8.64	71	10.76	4	9.40	0	0.00
1997	1,848	1,196	64.72	652	35.28	106	5.74	53	8.13	773	41.83	302	46.32	151	8.17	225	34.53	161	8.71	72	11.84	5	11.96	0	0.00
1998	1,912	1,236	64.63	676	35.37	108	5.65	54	7.92	794	41.53	324	47.51	157	8.21	225	32.99	166	8.68	79	11.58	5	12.04	0	0.00
1999	1,900	1,221	64.26	679	35.74	107	5.63	56	8.25	786	41.37	317	46.69	148	7.79	225	33.14	175	9.21	81	11.93	5	12.09	0	0.00
2000	1,830	1,168	63.83	662	36.17	102	5.57	55	8.31	752	41.09	299	45.17	144	7.87	225	33.69	166	9.07	85	12.84	4	9.73	0	0.00
2001	1,765	1,115	63.17	650	36.83	104	5.89	56	3.17	695	39.38	283	16.03	143	8.10	215	12.18	169	9.58	96	5.44	4	0.23	0	0.00
COMMERCE, DEPT. OF																									
1996	32,326	17,810	55.09	14,516	44.91	463	1.43	401	1.24	14,550	45.01	9,633	29.80	1,711	5.29	3,883	12.01	998	3.09	523	1.62	88	0.27	76	0.24
1997	32,081	17,447	54.38	14,634	45.62	466	1.45	417	1.30	14,229	44.35	9,772	30.46	1,648	5.14	3,825	11.93	1,015	3.16	540	1.68	89	0.28	80	0.25
1998	32,764	17,924	54.71	14,840	45.29	490	1.50	446	1.36	14,417	44.00	9,832	30.01	1,758	5.37	3,893	11.88	1,180	3.60	593	1.81	79	0.24	76	0.23
1999	34,168	18,539	54.26	15,629	45.74	514	1.50	516	1.51	14,796	43.30	10,311	30.18	1,809	5.29	4,042	11.83	1,341	3.91	680	1.99	79	0.23	80	0.23
2000	34,146	18,394	53.87	15,752	46.13	532	1.56	541	1.58	14,641	42.88	10,362	30.33	1,782	5.22	4,037	11.82	1,358	3.98	726	2.13	81	0.24	86	0.25
2001	35,008	18,490	52.82	16,518	47.18	578	1.65	595	1.70	14,555	41.58	10,774	30.78	1,812	5.18	4,221	12.06	1,461	4.17	820	2.34	84	0.24	108	0.31
2002	35,931	19,130	53.24	16,801	46.76	611	1.70	624	1.74	14,906	41.49	10,802	30.06	1,873	5.21	4,330	12.05	1,644	4.58	937	2.63	96	0.27	108	0.30
2003	35,374	18,970	53.63	16,404	46.37	590	1.67	615	1.74	14,757	41.72	10,546	29.81	1,840	5.20	4,182	11.82	1,686	4.77	948	2.68	97	0.27	113	0.32
2004	37,867	20,347	53.73	17,520	46.27	673	1.77	722	1.90	15,737	41.55	11,239													

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
COMMODITY FUTURES TRADING COMMISSION																									
1996	551	286	51.91	265	48.09	3	0.54	6	1.09	239	43.38	134	24.32	35	6.35	114	20.69	9	1.63	11	2.00	0	0.00	0	0.00
1997	564	290	51.42	274	48.58	3	0.53	6	1.06	240	42.55	133	23.58	38	6.74	124	21.99	9	1.60	11	1.95	0	0.00	0	0.00
1998	580	294	50.69	286	49.31	6	1.03	5	0.86	234	40.34	141	24.31	43	7.41	132	22.76	11	1.90	8	1.38	0	0.00	0	0.00
1999	571	285	49.91	286	50.09	4	0.70	7	1.23	232	40.63	128	22.42	40	7.01	140	24.52	9	1.58	11	1.93	0	0.00	0	0.00
2000	570	297	52.11	273	47.89	4	0.70	5	0.88	234	41.05	125	21.93	47	8.25	132	23.16	12	2.11	11	1.93	0	0.00	0	0.00
2001	542	281	51.85	261	48.15	5	0.92	5	0.92	217	40.04	119	21.96	43	7.93	126	23.25	16	2.95	11	2.03	0	0.00	0	0.00
2002	522	274	52.49	248	47.51	6	1.15	5	0.96	210	40.23	113	21.65	43	8.24	114	21.84	15	2.87	16	3.07	0	0.00	0	0.00
2003	533	274	51.41	259	48.59	7	1.31	4	0.75	216	40.53	127	23.83	38	7.13	115	21.58	13	2.44	13	2.44	0	0.00	0	0.00
2004	501	260	51.90	241	48.10	6	1.20	4	0.80	211	42.12	123	24.55	31	6.19	103	20.56	12	2.40	11	2.20	0	0.00	0	0.00
2005	511	268	52.45	243	47.55	6	1.17	4	0.78	216	42.27	126	24.66	33	6.46	103	20.16	13	2.54	10	1.96	0	0.00	0	0.00
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE																									
1996	521	235	45.11	286	54.89	19	3.65	8	1.54	149	28.60	169	32.44	59	11.32	97	18.62	7	1.34	11	2.11	1	0.19	1	0.19
1997	533	228	42.78	305	57.22	13	2.44	10	1.88	151	28.33	181	33.96	58	10.88	100	18.76	5	0.94	13	2.44	1	0.19	1	0.19
1998	534	226	42.32	308	57.68	12	2.25	4	0.75	151	28.28	181	33.90	56	10.49	108	20.22	6	1.12	14	2.62	1	0.19	1	0.19
1999	596	247	41.44	349	58.56	15	2.52	5	0.84	169	26.85	194	32.55	63	10.57	136	22.82	8	1.34	12	2.01	1	0.17	2	0.34
2000	623	250	40.13	373	59.87	18	2.89	13	2.09	159	25.52	204	32.74	63	10.11	145	23.27	8	1.28	11	1.77	2	0.32	0	0.00
2001	584	235	40.24	349	59.76	13	2.23	10	1.71	154	26.37	199	34.08	59	10.10	129	22.09	8	1.37	11	1.88	1	0.17	0	0.00
2002	605	234	38.68	371	61.32	14	2.31	15	2.48	157	25.95	214	35.37	52	8.60	129	21.32	9	1.49	13	2.15	2	0.33	0	0.00
2003	586	233	39.76	353	60.24	12	2.05	14	2.39	160	27.30	198	33.79	49	8.36	128	21.84	11	1.88	12	2.03	1	0.17	1	0.17
2004	571	218	38.18	353	61.82	11	1.93	12	2.10	144	25.22	194	33.98	50	8.76	132	23.12	12	2.10	14	2.45	1	0.18	1	0.18
2005	587	225	38.33	362	61.67	12	2.04	12	2.04	149	25.38	209	35.60	52	8.86	125	21.29	11	1.87	15	2.56	1	0.17	1	0.17
COURT SERVICES AND OFFENDER SUPERVISION***																									
1996	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
1997	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
1998	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
1999	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
2000	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
2001	860	327	38.02	533	61.98	11	1.28	13	1.28	72	8.37	82	7.21	240	27.91	450	52.33	4	0.47	9	1.05	0	0.00	1	0.12
2002	915	347	37.92	568	62.08	14	1.53	16	1.75	68	7.43	71	7.76	258	28.20	471	51.49	7	0.77	9	0.98	0	0.00	1	0.11
2003	987	370	37.49	617	62.51	16	1.62	18	1.82	63	6.38	77	7.80	286	28.98	511	51.77	5	0.51	10	1.01	0	0.00	1	0.10
2004	1,054	401	38.05	653	61.95	15	1.42	23	2.18	75	7.12	83	7.87	304	28.84	536	50.85	7	0.66	9	0.85	0	0.00	2	0.19
2005	1,082	396	36.60	686	63.40	17	1.57	24	2.22	68	6.28	85	7.86	303	28.00	565	52.22	8	0.74	10	0.92	0	0.00	2	0.18
DEFENSE SUMMARY**																									
1996	730,665	458,294	62.72	272,371	37.28	29,041	3.97	16,948	2.32	349,982	47.90	182,317	24.95	49,628	6.79	54,719	7.49	25,299	3.46	15,819	2.17	4,344	0.59	2,568	0.35
1997	689,024	432,092	62.71	256,932	37.29	27,845	4.04	16,110	2.34	329,941	47.89	171,510	24.89	46,222	6.71	51,502	7.47	23,914	3.47	15,371	2.23	4,170	0.61	2,439	0.35
1998	672,981	421,348	62.61	251,633	37.39	27,108	4.03	16,342	2.43	320,584	47.64	166,313	24.71	46,329	6.88	51,032	7.58	23,211	3.45	15,512	2.30	4,116	0.61	2,434	0.35
1999	651,187	408,194	62.68	242,993	37.32	25,406	3.90	15,736	2.42	310,552	47.69	159,905	24.56	45,323	6.96	49,586	7.61	22,858	3.51	15,385	2.36	4,055	0.62	2,381	0.37
2000	637,304	399,301	62.65	238,003	37.35	24,512	3.85	15,405	2.42	303,902	47.69	156,327	24.53	44,612	7.00	48,915	7.68	22,300	3.50	15,008	2.35	3,975	0.62	2,348	0.37
2001	632,883	399,027	63.05	233,856	36.95	24,440	3.86	15,072	2.38	304,194	48.06	154,176	24.36	44,061	6.96	47,879	7.57	22,413	3.54	14,424	2.28	3,919	0.62	2,305	0.36
2002	618,128	393,837	63.71	224,291	36.29	24,112	3.90	14,834	2.40	300,008	48.53	145,310	23.51	43,275	7.00	46,847	7.58	22,624	3.60	15,089	2.44	3,818	0.62	2,211	0.36
2003	599,712	379,211	63.23	220,501	36.77	23,070	3.85	14,257	2.38	289,010	48.19	144,801	24.15	41,905	6.99	45,140	7.53	21,585	3.60	14,200	2.37	3,641	0.61	2,103	0.35
2004	684,293	425,024	62.11	259,269	37.89	26,918	3.93	17,418	2.55	320,434	46.83	167,383	24.46	48,642	7.11	53,893	7.88	24,771	3.62	18,217	2.66	3,959	0.58	2,358	0.34
2005	698,754	436,644	62.49	262,110	37.51	27,806	3.98	18,030	2.58	328,433	47.00	167,745	24.07	50,994	7.30	55,122	7.90	25,366	3.63	18,711	2.68	3,979	0.57	2,402	0.34
DEFENSE AIR FORCE																									
1996	164,158	110,386	67.24	53,772	32.76	10,598	6.46	4,752	2.89	86,952	52.97	38,862	23.67	8,532	5.20	7,780	4.74	3,160	1.92	1,761	1.07	1,144	0.70	617	0.38
1997	159,788	107,578	67.33	52,210	32.67	10,367	6.48	4,649	2.91	84,606	52.95	37,532	23.49	8,331	5.21	7,654	4.79	3,118	1.95	1,759	1.10	1,156	0.72	616	0.39
1998	154,697	104,446	67.52	50,251	32.48	9,812	6.34	4,426	2.86	82,304	53.20	36,086	23.33	8,157	5.27	7,417	4.79	3,042	1.97	1,740	1.12	1,131	0.73	582	0.39
1999	149,797	101,148	67.52	48,649	32.48	8,337	5.57	3,976	2.65	80,666	53.85	35,106	23.44	7,986	5.33	7,251	4.84	3,013	2.01	1,728	1.15	1,146	0.77	588	0.39
2000	144,758	97,206	67.15	47,552	32.85	7,370	5.09	3,700	2.56	77,905	53.82	34,388	23.76	7,786	5.38	7,144	4.94	3,026	2.09	1,716	1.19	1,119	0.77	604	0.42
2001	144,290	97,421	67.52	46,869	32.48	7,019	4.86	3,553	2.46	78,407	54.34	33,783	23.41	7,785	5.44	7,187	4.98	3,086	2.14	1,740	1.21	1,124	0.78	606	0.42
2002	142,123	95,389	67.12	46,734	32.88	6,815	4.80	3,341	2.49	76,525	53.84	33,610	23.65	7,840	5.52	7,179	5.05	3,101	2.18	1,794	1.26	1,108	0.78	610	0.43

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
DEFENSE ARMY, DEPT. OF																									
1996	233,878	147,068	62.88	86,810	37.12	8,822	3.77	4,298	7.84	115,799	49.51	59,938	25.63	15,896	6.80	18,282	7.82	4,904	2.10	3,331	1.42	1,647	0.70	961	0.41
1997	224,582	141,609	63.09	82,973	36.91	8,529	3.80	4,181	1.86	111,272	49.55	56,944	25.36	15,376	6.85	17,635	7.85	4,855	2.16	3,308	1.47	1,577	0.70	905	0.40
1998	216,796	137,013	63.20	79,783	36.80	8,434	3.89	4,133	1.91	107,239	49.47	54,527	25.15	15,099	6.96	17,000	7.84	4,710	2.17	3,241	1.49	1,531	0.71	882	0.41
1999	210,054	132,873	63.26	77,181	36.74	8,394	4.00	4,107	1.96	103,501	49.27	52,502	24.99	14,837	7.06	16,514	7.86	4,634	2.21	3,177	1.51	1,507	0.72	881	0.42
2000	208,803	132,250	63.34	76,553	36.66	8,536	4.09	4,174	2.00	102,600	49.14	51,706	24.76	14,974	7.17	16,636	7.97	4,646	2.23	3,154	1.51	1,494	0.72	883	0.42
2001	208,292	132,340	63.38	76,432	36.62	8,850	4.24	4,212	2.02	102,370	49.03	51,578	24.70	14,935	7.15	16,612	7.96	4,724	2.26	3,198	1.53	1,461	0.70	852	0.41
2002	209,797	132,519	63.17	77,278	36.83	8,861	4.27	4,354	2.08	102,316	48.77	51,783	24.68	15,062	7.18	16,940	8.07	4,714	2.25	3,361	1.60	1,466	0.70	840	0.40
2003	205,878	129,355	62.83	76,523	37.17	9,065	4.40	4,478	2.18	99,550	48.35	50,977	24.76	14,574	7.08	16,825	8.17	4,767	2.32	3,426	1.66	1,399	0.68	817	0.40
2004	226,568	142,889	63.07	83,679	36.93	10,122	4.46	5,178	2.28	109,524	48.34	55,022	24.28	16,599	7.32	18,632	8.22	5,112	2.25	3,979	1.75	1,532	0.68	868	0.38
2005	235,848	150,092	63.64	85,756	36.36	10,554	4.47	5,401	2.29	114,485	48.54	55,788	23.65	16,204	7.72	19,528	8.28	5,301	2.25	4,157	1.76	1,548	0.66	881	0.37
DEFENSE NAVY, DEPT. OF																									
1996	209,174	142,184	67.97	66,990	32.03	5,784	2.77	3,004	1.44	106,010	50.68	44,842	21.44	14,689	7.02	13,202	6.32	14,614	6.99	5,442	2.60	1,087	0.52	500	0.24
1997	194,345	131,843	67.84	62,502	32.16	5,419	2.79	2,960	1.47	98,488	50.68	41,709	21.46	13,475	6.93	12,275	6.32	13,433	6.92	5,198	2.67	1,008	0.52	460	0.24
1998	186,794	127,158	68.07	59,636	31.93	5,232	2.80	2,794	1.50	95,061	50.89	39,743	21.28	12,960	6.94	11,602	6.21	12,905	6.91	5,053	2.71	1,000	0.54	444	0.24
1999	181,149	123,856	68.37	57,293	31.63	5,311	2.82	2,703	1.49	92,636	51.14	38,131	21.04	12,546	6.93	11,116	6.14	12,608	6.96	4,945	2.73	955	0.53	418	0.23
2000	176,151	120,638	68.49	55,513	31.51	5,055	2.87	2,621	1.49	90,433	51.34	37,016	21.01	12,310	6.99	10,774	6.12	11,918	6.77	4,711	2.63	922	0.52	391	0.22
2001	174,813	120,462	68.91	54,351	31.09	4,993	2.86	2,626	1.50	90,483	51.76	36,183	20.68	11,988	6.84	10,462	5.98	12,123	6.94	4,740	2.73	903	0.52	380	0.22
2002	176,216	126,762	71.94	49,454	28.06	5,204	2.95	2,528	1.43	95,574	54.24	31,400	17.82	12,478	7.08	10,260	5.82	12,593	7.15	4,831	2.77	913	0.52	383	0.22
2003	175,794	122,842	69.88	52,952	30.12	5,126	2.92	2,562	1.46	91,622	52.18	35,161	20.09	12,361	7.03	9,883	5.62	12,829	7.30	4,982	2.83	904	0.51	364	0.21
2004	177,531	123,983	69.83	53,555	30.17	5,163	2.90	2,611	1.47	92,384	52.03	35,355	19.91	12,551	7.06	9,950	5.60	13,003	7.32	5,293	2.98	882	0.50	346	0.19
2005	174,328	122,368	70.03	52,360	29.97	5,248	3.00	2,658	1.52	90,821	51.98	34,306	19.63	12,355	7.07	9,737	5.57	13,090	7.49	5,319	3.04	854	0.49	340	0.19
DEFENSE ARMY AND AIR FORCE EXCHANGE																									
1996	43,667	13,823	32.10	29,244	67.90	1,595	3.70	3,506	7.68	6,628	15.39	13,470	31.28	4,211	9.78	7,882	18.30	1,262	2.93	4,351	10.10	127	0.29	235	0.55
1997	39,672	12,398	31.80	27,024	68.20	1,392	3.51	2,978	7.52	6,135	15.48	12,480	31.30	3,782	9.55	7,235	18.26	1,175	2.97	4,113	10.38	114	0.29	218	0.55
1998	45,558	15,328	33.65	30,130	66.35	1,172	3.98	3,642	7.99	7,216	15.84	13,492	29.61	4,815	10.57	8,279	18.17	1,335	2.92	4,325	9.93	150	0.33	292	0.64
1999	45,083	15,221	33.76	29,862	66.24	1,840	4.08	3,677	8.16	6,929	15.37	13,015	28.87	4,941	10.96	8,307	18.43	1,356	3.01	4,581	10.16	155	0.34	283	0.63
2000	43,687	15,299	35.02	28,388	64.98	1,643	4.22	3,570	8.17	6,971	15.96	12,092	27.68	4,863	11.33	8,020	18.36	1,465	3.35	4,453	10.19	157	0.36	253	0.58
2001	40,876	14,910	36.48	25,966	63.52	1,881	4.60	3,315	8.11	7,019	17.17	11,378	27.84	4,631	11.33	7,264	17.77	1,228	3.00	3,752	9.18	151	0.37	257	0.63
2002	40,032	14,188	35.44	25,844	64.56	1,844	4.61	3,284	8.20	6,586	16.45	10,983	27.46	4,324	10.80	7,130	17.81	1,310	3.27	4,221	10.54	124	0.31	216	0.54
2003	36,612	12,964	35.41	23,648	64.59	1,667	4.55	3,057	8.35	6,110	16.69	10,000	27.31	3,863	10.55	6,488	17.72	1,213	3.31	3,908	10.67	111	0.30	195	0.53
2004	33,461	12,128	36.25	21,333	63.75	1,580	4.63	2,808	8.39	5,719	17.09	8,850	26.45	3,647	10.90	5,995	17.92	1,111	3.32	3,501	10.46	101	0.30	181	0.54
2005	35,280	12,678	35.93	22,611	64.07	1,791	4.51	2,954	8.37	5,917	16.77	9,455	26.79	3,865	10.93	6,301	17.86	1,137	3.22	3,608	10.22	101	0.29	182	0.51
DEFENSE COMMISSARY AGENCY																									
1996	17,127	7,504	43.81	9,623	56.19	633	3.70	573	3.35	4,410	25.75	5,031	29.37	1,653	9.65	2,666	15.57	741	4.33	1,281	7.48	67	0.39	72	0.42
1997	17,086	7,148	41.84	9,938	58.16	613	3.59	626	3.68	4,231	24.76	5,301	31.04	1,546	9.08	2,684	15.71	698	4.09	1,233	7.35	60	0.35	69	0.40
1998	17,290	7,147	41.34	10,143	58.66	630	3.64	708	4.09	4,158	24.22	5,380	31.12	1,596	9.23	2,651	15.33	671	3.88	1,326	7.67	62	0.36	78	0.45
1999	17,762	7,229	41.03	10,471	58.95	642	3.61	743	4.19	4,252	23.94	5,450	30.68	1,681	9.35	2,773	15.61	692	3.90	1,406	7.92	62	0.35	97	0.55
2000	17,367	7,039	40.53	10,328	59.47	652	3.75	786	4.53	3,808	21.93	4,946	28.48	1,760	10.13	2,554	17.01	759	4.37	1,554	8.95	60	0.35	88	0.51
2001	16,207	6,590	40.66	9,627	59.34	602	3.71	765	4.72	3,619	22.33	4,586	28.30	1,598	9.86	2,672	16.49	710	4.38	1,521	9.40	51	0.31	80	0.49
2002	15,133	6,106	40.35	9,027	59.65	593	3.92	752	4.97	3,159	20.87	3,831	25.32	1,606	10.61	2,656	17.55	688	4.55	1,718	11.35	60	0.40	70	0.46
2003	15,928	6,531	41.00	9,397	59.00	643	4.04	818	5.14	3,354	21.06	4,004	25.14	1,735	10.89	2,694	16.91	737	4.63	1,809	11.39	62	0.39	72	0.45
2004	14,815	5,951	40.17	8,864	59.83	588	3.97	780	5.26	3,047	20.57	3,694	24.93	1,528	10.31	2,564	17.31	735	4.96	1,756	11.85	53	0.36	70	0.47
2005	15,319	6,266	41.03	9,033	58.97	625	4.08	844	5.51	3,215	20.99	3,765	24.58	1,639	10.83	2,581	16.85	736	4.80	1,772	11.57	51	0.33	71	0.46
DEFENSE CONTRACT AUDIT AGENCY																									
1996	4,773	2,671	55.98	2,102	44.04	85	1.78	69	1.45	2,264	47.43	1,544	32.35	156	3.27	297	6.22	162	3.39	183	3.88	4	0.08	7	0.15
1997	4,484	2,526	56.33	1,958	43.67	83	1.85	63	1.40	2,140	47.73	1,442	32.16	150	3.35	274	6.11	148	3.30	172	3.84	5	0.11	7	0.16
1998	4,172	2,357	56.50	1,815	43.50	81	1.94	58	1.39	1,991	47.72	1,343	32.19	144	3.45	245	5.87	136	3.26	161	3.86	5	0.12	8	0.19
1999	3,876	2,175	56.11	1,701	43.89	81	2.09	68	1.75	1,837	47.39	1,241	32.02	130	3.35	235	6.06	123	3.17	149	3.84	4	0.10	8	0.21
2000	4,168	2,293	55.01	1,875	44.99	111	2.66	93	2.23	1,899	45.56	1,318	31.62	143	3.43	293	7.03	135	3.24	163	3.91	5	0.12	8	0.19
2001	4,096	2,186	54.59	1,820	45.43	102	2.55	94	2.35	1,821	45.46	1,273	31.78	136	3.39	279	6.96	121	3.02	167	4.17	6	0.15	7	0.17
2002	4,079	2,199	53.91	1,880	46.09	107	2.62	104	2.48	1,817	44.55	1,305	31.99	144	3.53	294	7.21	124	3.04	173	4.24	7	0.17	7	0.17
2003	4,020	2,122	52.79	1,898																					

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE CONTRACT MANAGEMENT AGENCY***																									
1996																									
1997																									
1998																									
1999																									
2000																									
2001	12,142	7,463	61.46	4,679	38.54	374	3.08	271	2.23	6,087	50.13	3,338	27.49	644	5.30	880	7.25	302	2.49	149	1.23	56	0.46	41	0.34
2002	11,370	6,962	61.23	4,408	38.77	358	3.15	252	2.22	5,643	49.63	3,127	27.50	617	5.43	842	7.41	292	2.57	147	1.29	52	0.46	40	0.35
2003	10,840	6,617	61.04	4,223	38.96	343	3.16	242	2.23	5,358	49.43	3,007	27.74	581	5.36	799	7.37	282	2.60	139	1.28	53	0.49	36	0.33
2004	11,122	6,835	61.45	4,287	38.55	341	3.07	244	2.19	5,575	50.13	3,050	27.42	576	5.18	808	7.26	289	2.60	151	1.36	54	0.49	34	0.31
2005	10,535	6,533	62.01	4,002	37.99	347	3.29	231	2.19	5,270	50.02	2,815	26.72	572	5.43	772	7.33	295	2.80	151	1.43	49	0.47	33	0.31
DEFENSE EDUCATION ACTIVITY																									
1996	10,345	3,022	29.21	7,323	70.79	267	2.58	466	4.50	2,424	23.45	5,938	57.40	289	2.79	779	7.53	30	0.29	111	1.07	12	0.12	29	0.28
1997	10,463	3,039	29.24	7,404	70.76	272	2.60	462	4.42	2,442	23.34	5,951	56.88	299	2.86	818	7.82	33	0.32	143	1.37	13	0.12	30	0.29
1998	10,491	3,091	29.46	7,400	70.54	274	2.61	470	4.54	2,450	23.35	5,872	55.97	320	3.05	858	8.18	28	0.26	166	1.58	9	0.09	28	0.27
1999	10,498	3,068	29.23	7,430	70.78	270	2.57	488	4.65	2,411	22.97	5,903	56.23	334	3.18	857	8.16	44	0.42	157	1.50	9	0.09	23	0.24
2000	10,741	3,084	28.71	7,657	71.29	263	2.45	519	4.85	2,434	22.68	6,058	56.40	331	3.08	880	8.19	46	0.43	172	1.60	10	0.09	21	0.26
2001	16,969	3,659	21.56	13,310	78.44	330	1.94	890	5.24	2,804	16.52	10,475	61.73	446	2.63	1,514	8.92	68	0.40	388	2.29	11	0.06	43	0.25
2002	10,800	3,097	28.68	7,703	71.32	260	2.41	533	4.94	2,437	22.56	6,095	56.44	337	3.12	869	8.05	53	0.49	187	1.73	10	0.09	19	0.18
2003	10,759	3,082	28.67	7,668	71.33	252	2.36	521	4.85	2,435	22.65	6,087	56.62	327	3.04	848	7.89	56	0.52	192	1.79	12	0.11	20	0.19
2004	17,244	3,819	22.15	13,425	77.85	302	1.75	892	5.17	2,984	17.33	10,577	61.34	425	2.46	1,465	8.50	88	0.51	449	2.60	16	0.09	42	0.24
2005	16,439	3,588	21.83	12,851	78.17	297	1.81	881	5.36	2,786	16.95	9,991	60.78	398	2.42	1,457	8.86	92	0.56	471	2.87	15	0.09	51	0.31
DEFENSE FINANCE AND ACCOUNTING SERVICES																									
1996	21,814	7,587	34.78	14,227	65.22	330	1.51	605	2.77	5,699	26.13	9,437	43.26	1,195	5.48	3,528	16.17	298	1.37	536	2.46	65	0.30	121	0.55
1997	20,281	7,305	36.02	12,976	63.98	312	1.54	548	2.70	5,462	26.93	8,519	42.00	1,162	5.73	3,255	16.05	309	1.52	544	2.68	60	0.30	110	0.54
1998	17,939	6,630	36.96	11,309	63.04	286	1.59	491	2.74	4,930	27.48	7,320	40.80	1,084	6.04	2,917	16.26	279	1.56	481	2.68	51	0.28	100	0.56
1999	18,135	6,707	36.98	11,428	63.02	306	1.69	523	2.88	4,945	27.27	7,354	40.55	1,128	6.22	2,948	16.26	275	1.52	497	2.74	53	0.29	106	0.58
2000	16,967	6,337	37.35	10,630	62.65	287	1.69	458	2.70	4,672	27.54	6,815	40.17	1,079	6.36	2,788	16.43	251	1.48	478	2.82	48	0.28	91	0.54
2001	16,067	6,019	37.46	10,048	62.54	277	1.72	455	2.83	4,448	27.68	6,428	40.01	1,003	6.24	2,640	16.43	242	1.51	441	2.74	49	0.30	84	0.52
2002	14,835	5,543	37.36	9,292	62.64	266	1.79	444	2.99	4,101	27.64	5,939	40.03	899	6.06	2,387	16.09	233	1.57	443	2.99	44	0.30	79	0.53
2003	14,049	5,261	37.45	8,788	62.55	257	1.83	429	3.05	3,913	27.85	5,658	40.27	836	5.95	2,213	15.75	215	1.53	412	2.93	40	0.28	76	0.54
2004	13,403	5,017	37.43	8,386	62.57	242	1.81	398	2.97	3,733	27.85	5,351	39.92	790	5.89	2,174	16.23	213	1.59	394	2.94	39	0.29	69	0.51
2005	13,388	5,037	37.62	8,351	62.38	249	1.86	396	2.96	3,733	27.88	5,292	39.53	803	6.00	2,201	16.44	214	1.60	389	2.91	38	0.28	73	0.55
DEFENSE HUMAN RESOURCES ACTIVITY																									
1996	777	155	41.11	222	58.89	7	1.86	11	2.92	132	35.01	165	43.77	12	3.18	35	9.28	3	0.80	9	2.39	1	0.27	2	0.53
1997	707	161	43.42	200	56.58	13	1.84	20	2.83	262	37.06	298	42.15	20	2.83	58	8.30	11	1.56	21	2.97	1	0.14	3	0.42
1998	717	166	42.68	200	57.32	13	1.81	20	2.79	253	35.29	303	42.26	24	3.35	63	8.79	14	1.95	22	3.07	2	0.28	5	0.42
1999	664	284	42.77	380	57.23	13	1.96	17	2.56	241	36.30	285	42.92	18	2.71	53	7.98	10	1.51	22	3.31	2	0.30	3	0.45
2000	687	285	41.48	402	58.52	14	2.04	19	2.77	243	35.37	302	43.96	14	2.04	55	8.01	12	1.75	23	3.35	2	0.29	3	0.44
2001	674	275	40.80	399	59.20	13	1.93	20	2.92	235	34.87	301	44.66	15	2.23	54	8.01	11	1.63	21	3.12	1	0.15	3	0.45
2002	673	285	42.35	388	57.65	12	1.78	22	3.27	237	35.22	287	42.64	24	3.57	57	8.47	11	1.63	20	2.97	1	0.15	2	0.30
2003	734	312	42.51	422	57.49	16	2.18	28	3.81	253	34.47	299	40.74	26	3.54	70	9.54	16	2.18	23	3.13	1	0.14	2	0.27
2004	772	320	41.45	452	58.55	17	2.20	33	4.27	254	32.90	313	40.54	32	4.15	83	10.75	16	2.07	23	2.72	1	0.13	2	0.26
2005	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	37.99	34	4.28	108	13.58	18	2.26	24	3.02	1	0.13	4	0.50

TABLE A-1a (4)

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DEFENSE INFORMATION SYSTEMS AGENCY																									
1996	6,563	3,476	52.96	3,087	47.04	107	1.63	120	1.83	2,754	41.96	2,102	32.03	424	6.46	707	10.77	171	2.61	131	2.00	20	0.30	27	0.41
1997	6,528	3,351	51.35	3,177	48.65	99	1.56	114	1.80	2,667	42.15	2,037	32.19	394	6.23	676	10.68	173	2.73	129	2.04	18	0.28	21	0.33
1998	6,221	3,235	52.00	2,986	48.00	97	1.56	110	1.77	2,553	41.04	2,019	32.45	397	6.38	695	11.17	172	2.76	140	2.25	16	0.26	22	0.35
1999	5,203	2,729	52.45	2,474	47.55	57	1.10	56	1.08	2,133	41.00	1,700	32.67	349	6.71	569	10.94	174	3.34	133	2.56	16	0.31	16	0.31
2000	6,042	3,150	52.14	2,892	47.86	105	1.74	99	1.64	2,429	40.20	1,968	32.57	400	6.62	649	10.74	196	3.24	153	2.53	20	0.33	21	0.35
2001	6,000	3,135	52.25	2,865	47.75	100	1.67	95	1.58	2,417	40.28	1,962	32.70	396	6.60	636	10.60	205	3.42	152	2.53	17	0.28	20	0.33
2002	5,898	3,119	52.88	2,779	47.12	100	1.70	90	1.53	2,401	40.71	1,894	32.11	398	6.75	623	10.56	206	3.49	151	2.56	14	0.24	21	0.36
2003	5,519	2,949	53.43	2,570	46.57	94	1.70	82	1.49	2,257	40.90	1,759	31.87	388	7.03	576	10.44	196	3.55	156	2.86	14	0.25	17	0.31
2004	5,161	2,834	54.91	2,327	45.09	89	1.72	69	1.34	2,159	41.83	1,379	26.59	384	7.44	513	10.33	185	3.64	153	2.58	14	0.27	13	0.25
2005	4,909	2,767	56.37	2,142	43.63	90	1.83	61	1.24	2,067	42.11	1,436	29.25	385	7.84	495	10.08	213	4.34	137	2.79	12	0.24	13	0.26
DEFENSE LOGISTICS AGENCY																									
1996	45,718	27,583	60.33	18,135	39.67	1,638	3.58	812	1.78	20,101	43.97	12,126	26.52	4,719	10.32	4,620	10.11	850	1.86	409	0.89	273	0.60	168	0.37
1997	44,209	26,639	60.26	17,570	39.74	1,615	3.63	748	1.69	19,087	44.53	11,812	26.72	4,186	9.47	4,358	9.86	890	2.01	429	1.08	261	0.59	173	0.39
1998	40,545	24,328	60.00	16,217	40.00	1,260	3.11	633	1.56	18,282	45.09	11,021	27.18	3,767	9.29	4,007	9.88	774	1.91	394	0.97	245	0.60	162	0.40
1999	38,076	22,483	60.10	15,593	39.90	1,211	3.18	592	1.55	17,068	44.83	10,201	26.80	3,557	9.34	3,824	10.04	812	2.13	420	1.10	235	0.62	153	0.40
2000	35,300	21,020	59.56	14,280	40.44	1,124	3.18	551	1.56	15,788	44.73	9,593	27.18	3,322	9.84	3,589	10.17	773	2.19	390	1.10	219	0.62	149	0.42
2001	32,651	19,209	58.88	13,442	41.12	730	2.22	291	0.89	14,494	44.39	8,139	24.60	2,360	7.24	2,674	8.18	462	1.42	242	0.74	154	0.48	105	0.32
2002	31,698	18,409	58.11	13,289	41.89	721	2.25	317	0.99	13,619	42.81	7,981	25.16	2,153	6.80	2,613	8.24	423	1.36	217	0.69	151	0.48	103	0.32
2003	20,763	11,929	57.45	8,834	42.55	649	3.13	307	1.48	8,673	41.77	5,688	27.39	2,109	10.16	2,323	12.15	364	1.75	222	1.07	134	0.63	94	0.45
2004	21,883	12,707	58.06	9,176	41.94	707	3.26	330	1.52	9,155	42.22	5,783	26.67	2,333	10.76	2,343	11.73	383	1.77	210	1.06	129	0.59	92	0.42
2005	21,501	12,595	58.58	8,906	41.42	656	3.05	329	1.53	9,082	42.24	5,732	26.66	2,328	10.83	2,516	12.70	398	1.85	296	1.38	132	0.61	92	0.43
DEFENSE SECURITY SERVICE																									
1996	2,580	1,383	53.60	1,197	46.40	39	1.51	47	1.73	1,189	46.09	849	32.91	111	4.30	272	10.54	33	1.28	25	0.97	11	0.43	4	0.16
1997	2,503	1,350	53.94	1,153	46.06	38	1.52	37	1.48	1,161	46.38	821	32.80	106	4.23	263	10.51	32	1.28	28	1.12	13	0.52	4	0.16
1998	2,454	1,317	53.67	1,137	46.33	39	1.59	33	1.34	1,133	46.17	811	33.05	103	4.20	257	10.47	29	1.18	31	1.26	13	0.53	5	0.20
1999	2,420	1,312	54.21	1,108	45.79	38	1.57	32	1.32	1,130	46.69	792	32.73	104	4.30	251	10.32	28	1.16	29	1.20	12	0.50	4	0.17
2000	2,533	1,340	52.90	1,193	47.10	39	1.54	41	1.62	1,155	45.60	863	34.07	109	4.30	259	10.23	25	0.99	27	1.07	12	0.47	3	0.12
2001	2,655	1,386	52.20	1,269	47.80	38	1.43	43	1.62	1,200	45.20	922	34.73	109	4.11	271	10.21	27	1.02	29	1.09	12	0.45	4	0.15
2002	2,561	1,291	50.41	1,270	49.59	39	1.52	43	1.68	1,118	43.65	916	35.77	101	3.94	279	10.89	22	0.86	27	1.05	11	0.43	5	0.20
2003	2,377	1,214	51.07	1,163	48.93	44	1.83	43	1.81	1,037	43.63	835	34.29	93	3.91	274	11.53	28	1.18	25	1.03	12	0.50	6	0.25
2004	2,140	1,106	51.68	1,034	48.32	43	2.01	44	2.06	946	44.21	727	33.97	83	3.88	233	10.89	24	1.12	23	1.07	10	0.47	7	0.33
2005	2,140	1,106	51.68	1,034	48.32	43	2.01	44	2.06	946	44.21	727	33.97	83	3.88	233	10.89	24	1.12	23	1.07	10	0.47	7	0.33
DEFENSE THREAT REDUCTION AGENCY***																									
1996	925	454	49.08	471	50.92	49	5.30	48	5.19	344	37.19	346	37.41	40	4.32	73	7.89	19	2.05	4	0.43	2	0.22	0	0.00
1997	960	487	50.73	473	49.27	51	5.31	49	5.10	367	38.23	340	35.42	47	4.90	79	8.23	20	2.08	5	0.52	2	0.21	0	0.00
1998	960	515	53.65	445	46.35	46	4.79	41	4.27	397	41.35	317	33.02	45	4.69	81	8.44	24	2.50	6	0.63	3	0.31	0	0.00
1999	925	454	49.08	471	50.92	49	5.30	48	5.19	344	37.19	346	37.41	40	4.32	73	7.89	19	2.05	4	0.43	2	0.22	0	0.00
2000	960	487	50.73	473	49.27	51	5.31	49	5.10	367	38.23	340	35.42	47	4.90	79	8.23	20	2.08	5	0.52	2	0.21	0	0.00
2001	960	515	53.65	445	46.35	46	4.79	41	4.27	397	41.35	317	33.02	45	4.69	81	8.44	24	2.50	6	0.63	3	0.31	0	0.00
2002	1,004	537	53.49	467	46.51	45	4.48	43	4.28	409	40.74	314	31.27	55	5.48	102	10.16	25	2.49	8	0.80	3	0.30	0	0.00
2003	949	509	53.64	440	46.36	47	4.95	40	4.21	376	39.62	285	30.03	61	6.43	107	11.28	23	2.42	8	0.84	2	0.21	0	0.00
2004	1,045	582	55.69	463	44.31	50	4.78	40	3.83	426	40.74	288	27.56	79	7.56	122	11.67	24	2.30	12	1.15	3	0.29	1	0.10
2005	1,116	648	58.06	468	41.94	50	4.48	45	4.03	452	40.50	283	25.36	110	9.86	123	11.02	32	2.87	16	1.43	4	0.36	1	0.09

TABLE A-1a (5)

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
OFFICE OF THE INSPECTOR GENERAL (DEFENSE)																									
1996	1,413	851	60.23	562	39.77	20	1.42	13	0.92	701	49.61	372	26.33	100	7.08	151	10.69	26	1.84	22	1.56	4	0.28	4	0.28
1997	1,332	794	59.61	538	40.39	23	1.73	11	0.83	661	49.62	347	26.05	86	6.46	155	11.64	21	1.58	22	1.65	3	0.23	3	0.23
1998	1,221	744	60.93	477	39.07	22	1.80	12	0.98	616	50.45	306	25.06	81	6.63	134	10.97	21	1.72	21	1.72	4	0.33	4	0.33
1999	1,224	734	59.97	490	40.03	20	1.63	12	0.98	607	49.59	304	24.84	85	6.94	148	12.09	19	1.55	22	1.80	3	0.25	4	0.33
2000	1,207	724	59.98	483	40.02	21	1.74	10	0.83	594	49.21	306	25.35	88	7.29	143	11.85	19	1.57	20	1.66	2	0.17	4	0.33
2001	1,248	741	59.38	507	40.63	22	1.76	14	1.12	608	48.72	331	26.52	87	6.97	140	11.22	22	1.76	18	1.44	2	0.16	4	0.32
2002	1,179	682	57.85	497	42.15	21	1.78	17	1.44	556	47.16	305	25.87	80	6.79	149	12.64	23	1.95	22	1.87	2	0.17	4	0.34
2003	1,180	678	57.46	502	42.54	23	1.95	17	1.44	550	46.61	301	25.51	77	6.53	153	12.97	28	2.20	25	2.12	2	0.12	6	0.51
2004	1,271	746	58.69	525	41.31	29	2.28	19	1.49	595	46.81	314	24.70	90	7.08	156	12.27	31	2.44	29	2.28	1	0.08	7	0.55
2005	1,373	798	58.12	575	41.88	34	2.48	25	1.82	628	45.74	352	25.64	97	7.06	157	11.43	40	2.91	33	2.40	1	0.07	8	0.58
DEFENSE OFFICE OF THE SECRETARY																									
1996	1,407	764	54.30	643	45.70	6	0.43	8	0.57	704	50.04	443	31.49	36	2.56	169	12.01	16	1.14	20	1.42	2	0.14	3	0.21
1997	1,378	755	54.79	623	45.21	8	0.58	7	0.51	692	50.22	435	31.57	37	2.69	159	11.54	16	1.16	20	1.45	2	0.15	2	0.15
1998	4,032	2,331	57.81	1,701	42.19	45	1.12	25	0.62	1,739	43.13	1,093	27.11	486	12.05	538	13.34	49	1.22	40	0.99	12	0.30	5	0.12
1999	3,807	2,195	57.66	1,612	42.34	47	1.23	25	0.66	1,634	42.92	1,027	26.98	454	11.93	514	13.50	47	1.23	44	1.16	13	0.34	2	0.05
2000	3,914	2,291	58.53	1,623	41.47	45	1.15	27	0.69	1,693	43.25	1,017	25.98	487	12.44	528	13.49	51	1.30	49	1.25	15	0.38	2	0.05
2001	3,595	2,343	58.66	1,652	41.35	48	1.20	28	0.70	1,745	43.68	1,045	26.16	483	12.09	527	13.19	52	1.20	51	1.28	15	0.38	1	0.03
2002	3,745	2,122	56.66	1,623	43.34	40	1.07	26	0.69	1,659	44.30	1,028	27.45	358	9.56	513	13.70	53	1.42	55	1.47	12	0.32	1	0.03
2003	3,871	2,219	57.32	1,652	42.68	53	1.37	24	0.62	1,724	44.54	1,052	27.18	363	9.38	523	13.51	63	1.63	52	1.34	16	0.41	1	0.03
2004	1,565	984	62.88	581	37.12	16	1.02	7	0.45	892	57.00	437	27.92	49	3.13	111	7.09	23	1.47	25	1.60	4	0.26	1	0.06
2005	5,827	3,637	62.42	2,190	37.58	113	1.94	66	1.13	2,730	46.85	1,387	23.80	669	11.48	654	11.22	102	1.75	76	1.30	23	0.39	7	0.12
EDUCATION, DEPT. OF																									
1996	4,373	1,712	39.15	2,661	60.85	69	1.58	93	2.13	1,198	27.40	1,226	28.04	373	8.53	1,254	28.68	64	1.46	66	1.51	8	0.18	22	0.50
1997	4,265	1,629	38.19	2,636	61.81	64	1.50	88	2.06	1,133	26.57	1,241	29.10	363	8.51	1,218	28.56	61	1.43	67	1.57	8	0.19	22	0.52
1998	4,311	1,628	37.76	2,683	62.24	72	1.67	98	2.27	1,113	25.82	1,248	28.95	373	8.65	1,238	28.72	59	1.37	77	1.79	11	0.26	22	0.51
1999	4,366	1,653	37.86	2,713	62.14	72	1.65	101	2.31	1,121	25.68	1,256	28.77	387	8.86	1,255	28.74	63	1.44	78	1.79	10	0.23	23	0.53
2000	4,369	1,642	37.58	2,727	62.42	70	1.60	99	2.27	1,118	25.59	1,224	28.02	384	8.79	1,296	29.66	60	1.37	85	1.95	10	0.23	23	0.53
2001	4,411	1,633	37.02	2,778	62.98	71	1.61	109	2.47	1,110	25.16	1,242	28.16	381	8.64	1,311	29.72	60	1.36	94	2.13	11	0.25	22	0.50
2002	4,309	1,618	37.55	2,691	62.45	70	1.62	110	2.55	1,093	25.37	1,204	27.94	385	8.89	1,263	29.31	61	1.42	93	2.16	11	0.26	21	0.49
2003	4,225	1,585	37.51	2,640	62.49	71	1.68	111	2.63	1,081	25.59	1,179	27.91	367	8.69	1,241	29.37	55	1.30	90	2.13	11	0.26	19	0.45
2004	4,584	1,746	38.09	2,838	61.91	76	1.65	125	2.72	1,195	26.06	1,326	28.92	389	8.48	1,253	27.33	66	1.44	101	2.20	20	0.44	33	0.72
2005	4,445	1,709	38.45	2,736	61.55	78	1.75	116	2.61	1,164	26.19	1,291	29.04	376	8.46	1,197	26.93	74	1.66	105	2.36	17	0.38	27	0.61
ENERGY, DEPT. OF																									
1996	19,004	11,649	61.30	7,355	38.70	494	2.60	457	2.40	9,840	51.78	5,045	26.55	701	3.69	1,540	8.10	466	2.45	220	1.16	148	0.78	93	0.49
1997	18,145	11,196	61.70	6,949	38.30	474	2.61	421	2.32	9,453	52.10	4,779	26.34	654	3.60	1,454	8.02	471	2.60	202	1.11	144	0.79	93	0.51
1998	16,759	10,386	61.97	6,373	38.03	445	2.66	398	2.37	8,767	52.31	4,361	26.02	598	3.57	1,335	7.97	449	2.68	192	1.15	127	0.76	87	0.52
1999	15,828	9,849	62.23	5,979	37.77	428	2.70	384	2.43	8,307	52.44	4,078	25.76	552	3.49	1,256	7.94	434	2.74	178	1.12	128	0.81	83	0.52
2000	15,368	9,556	62.18	5,812	37.82	439	2.86	367	2.39	8,037	52.30	3,947	25.68	516	3.36	1,224	7.96	435	2.83	189	1.23	129	0.84	85	0.55
2001	15,608	9,690	62.08	5,918	37.92	463	2.97	384	2.46	8,123	52.04	4,032	25.83	524	3.36	1,210	7.75	446	2.86	204	1.31	134	0.88	88	0.56
2002	15,726	9,745	61.97	5,981	38.03	486	3.09	408	2.59	8,133	51.72	4,073	25.90	529	3.36	1,199	7.62	463	2.94	209	1.33	134	0.85	92	0.59
2003	15,196	9,451	62.19	5,745	37.81	473	3.11	399	2.63	7,863	51.74	3,888	25.59	516	3.40	1,153	7.59	463	3.05	213	1.40	136	0.89	92	0.61
2004	15,023	9,408	62.62	5,615	37.38	488	3.24	404	2.68	7,817	52.03	3,781	25.16	521	3.46	1,135	7.55	448	2.98	206	1.37	134	0.89	89	0.59
2005	14,973	9,330	62.31	5,643	37.69	517	3.45	426	2.85	7,704	51.45	3,766	25.15	518	3.46	1,148	7.67	447	2.99	213	1.42	144	0.96	90	0.60

TABLE A-1a (6)

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENVIRONMENTAL PROTECTION AGENCY																									
1996	16,659	8,409	50.48	8,250	49.52	303	1.82	359	2.15	7,047	42.30	3,181	19.09	662	3.97	4,346	14.08	367	2.20	317	1.90	30	0.18	47	0.28
1997	17,180	8,669	50.46	8,511	49.54	325	1.89	384	2.24	7,225	42.05	3,322	19.38	688	4.00	4,303	13.99	392	2.28	343	2.00	39	0.23	59	0.34
1998	17,840	8,951	50.17	8,889	49.83	356	2.00	430	2.41	7,376	41.35	3,488	19.56	737	4.13	4,505	14.04	429	2.40	394	2.21	53	0.30	72	0.40
1999	17,842	8,936	50.08	8,906	49.92	373	2.09	428	2.40	7,302	40.93	3,457	19.39	744	4.17	4,515	14.09	448	2.51	450	2.41	60	0.39	76	0.43
2000	17,411	8,727	50.12	8,684	49.88	372	2.14	422	2.42	7,114	40.86	3,291	19.39	722	4.15	4,475	14.22	453	2.60	422	2.42	66	0.38	74	0.43
2001	17,456	8,691	49.79	8,765	50.21	378	2.13	425	2.43	7,037	40.31	3,286	19.28	744	4.26	4,536	14.53	466	2.67	443	2.54	66	0.38	75	0.43
2002	17,493	8,681	49.62	8,814	50.38	394	2.25	437	2.50	6,998	40.00	3,285	19.21	750	4.29	4,564	14.66	474	2.71	451	2.58	65	0.37	77	0.44
2003	17,642	8,685	49.23	8,957	50.77	408	2.31	455	2.58	6,950	39.39	3,370	19.44	765	4.34	4,582	14.64	492	2.79	472	2.68	70	0.40	78	0.44
2004	18,576	9,258	49.84	9,318	50.16	424	2.33	491	2.64	7,437	40.03	3,610	19.40	796	4.28	4,622	14.61	521	2.80	513	2.76	70	0.37	82	0.44
2005	18,398	9,083	49.37	9,315	50.63	432	2.33	500	2.72	7,262	39.87	3,596	19.42	792	4.30	4,619	14.24	530	2.88	522	2.84	67	0.36	78	0.42
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																									
1996	2,620	894	34.12	1,726	65.88	116	4.43	171	6.53	420	16.03	562	21.45	323	12.33	945	36.07	32	1.22	33	1.26	3	0.11	15	0.55
1997	2,565	870	33.92	1,695	66.08	107	4.17	168	6.55	412	16.06	544	21.21	318	12.40	934	36.41	30	1.17	35	1.36	3	0.11	14	0.53
1998	2,510	830	33.86	1,680	66.14	103	4.10	162	6.45	408	16.25	548	21.83	307	12.23	899	35.82	29	1.16	38	1.51	3	0.12	13	0.51
1999	2,853	983	34.45	1,870	65.55	123	4.31	200	7.01	475	16.65	648	22.71	344	12.06	957	33.54	38	1.33	56	1.96	3	0.12	9	0.36
2000	2,709	929	34.29	1,780	65.71	116	4.28	192	7.09	435	16.06	602	22.22	337	12.44	920	33.94	38	1.40	54	1.99	3	0.11	12	0.42
2001	2,866	984	34.33	1,882	65.67	132	4.61	228	7.96	472	16.47	635	22.16	339	11.83	980	33.15	39	1.36	55	1.92	2	0.07	14	0.49
2002	2,734	920	33.65	1,814	66.35	125	4.57	226	8.27	438	16.02	621	22.71	317	11.59	904	33.07	38	1.39	53	1.94	2	0.07	10	0.37
2003	2,555	857	33.54	1,698	66.46	134	4.46	216	8.45	406	15.89	580	22.70	298	11.66	846	33.11	37	1.43	47	1.84	2	0.08	9	0.35
2004	2,465	811	32.90	1,654	67.10	110	4.46	210	8.51	382	15.49	570	23.12	282	11.44	815	33.06	35	1.41	50	2.02	2	0.08	9	0.36
2005	2,363	778	32.92	1,585	67.08	104	4.46	206	8.72	369	15.62	544	23.02	261	11.05	772	32.67	40	1.69	51	2.16	4	0.17	12	0.51
FEDERAL COMMUNICATIONS COMMISSION																									
1996	1,879	912	48.54	967	51.46	24	1.28	25	1.33	715	38.05	466	24.80	133	7.08	440	23.42	36	1.92	34	1.81	4	0.21	2	0.11
1997	1,879	912	48.54	967	51.46	24	1.28	25	1.33	715	38.05	466	24.80	133	7.08	440	23.42	36	1.92	34	1.81	4	0.21	2	0.11
1998	1,656	782	47.22	874	52.78	21	1.27	18	1.09	615	37.14	412	24.88	111	6.70	416	25.12	31	1.87	26	1.57	4	0.24	2	0.12
1999	1,599	751	46.97	848	53.03	21	1.31	18	1.13	585	36.59	393	24.58	110	6.88	409	25.58	31	1.94	26	1.63	4	0.25	2	0.13
2000	1,909	896	46.94	1,013	53.06	25	1.31	22	1.15	685	35.88	502	26.30	134	7.02	450	23.57	47	2.46	37	1.94	5	0.26	2	0.10
2001	1,955	934	47.77	1,021	52.23	30	1.53	21	1.07	702	35.91	484	24.76	151	7.72	470	24.04	47	2.40	45	2.36	4	0.20	1	0.05
2002	2,024	970	47.92	1,054	52.08	31	1.53	20	0.99	728	35.97	510	25.20	154	7.71	478	23.62	51	2.52	45	2.22	4	0.20	1	0.05
2003	2,012	962	47.81	1,050	52.19	39	1.94	22	1.09	714	35.49	500	24.85	157	7.80	481	23.91	48	2.39	46	2.29	4	0.20	1	0.05
2004	1,952	928	47.54	1,024	52.46	35	1.79	22	1.12	691	35.39	487	24.94	150	7.68	466	23.87	48	2.45	48	2.45	4	0.20	1	0.05
2005	1,854	876	47.25	978	52.75	36	1.98	23	1.24	643	34.68	466	25.13	145	7.82	444	23.95	48	2.59	43	2.32	4	0.22	2	0.11
FEDERAL DEPOSIT INSURANCE CORPORATION																									
1996	7,660	4,230	55.16	3,430	44.84	143	1.87	100	1.31	3,666	47.92	2,311	30.21	323	4.22	891	11.65	68	0.89	104	1.36	20	0.26	24	0.31
1997	6,803	3,739	54.96	3,064	45.04	123	1.81	92	1.35	3,256	47.96	2,047	30.09	284	4.17	810	11.91	61	0.90	94	1.38	15	0.22	21	0.31
1998	6,615	3,633	54.92	2,982	45.08	125	1.89	91	1.38	3,116	47.11	1,955	29.55	299	4.52	825	12.47	72	1.09	94	1.42	21	0.32	17	0.26
1999	6,609	3,623	54.82	2,986	45.18	139	2.10	95	1.44	3,067	46.41	1,909	28.88	307	4.65	852	12.89	85	1.29	106	1.60	25	0.38	24	0.36
2000	6,352	3,488	54.91	2,864	45.09	139	2.19	92	1.45	2,943	46.33	1,815	28.57	305	4.80	833	13.11	80	1.26	99	1.56	21	0.33	25	0.39
2001	6,160	3,379	54.85	2,781	45.15	139	2.26	91	1.48	2,848	46.23	1,753	28.46	295	4.79	812	13.18	76	1.23	101	1.64	21	0.34	24	0.39
2002	5,795	3,183	54.93	2,612	45.07	132	2.28	83	1.43	2,672	46.11	1,643	28.35	281	4.85	766	13.23	79	1.36	100	1.73	19	0.33	20	0.35
2003	5,338	2,983	55.88	2,355	44.12	133	2.49	73	1.37	2,468	46.61	1,596	28.21	261	4.89	665	12.46	85	1.59	96	1.80	16	0.30	15	0.28
2004	5,292	2,920	55.18	2,372	44.82	131	2.47	82	1.54	2,427	45.86	1,491	28.17	258	4.87	682	12.88	89	1.68	103	1.94	15	0.28	14	0.26
2005	4,593	2,555	55.63	2,038	44.37	116	2.53	75	1.63	2,125	46.27	1,287	28.02	224	4.88	577	12.56	78	1.70	86	1.87	12	0.26	13	0.28

TABLE A-1a (7)

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
HOUSING AND URBAN DEVELOPMENT, DEPT. OF																									
1996	10,771	4,372	40.59	6,399	59.41	276	2.56	416	3.86	3,039	28.21	3,126	29.02	871	8.09	2,623	24.35	143	1.33	164	1.52	43	0.40	70	0.65
1997	9,987	4,059	40.64	5,928	59.36	249	2.49	398	3.99	2,810	28.14	2,839	28.43	824	8.25	2,465	24.68	135	1.35	161	1.61	41	0.41	65	0.65
1998	9,405	3,817	40.58	5,588	59.42	241	2.56	375	3.99	2,636	28.03	2,635	28.02	766	8.14	2,357	25.06	135	1.44	158	1.68	39	0.41	63	0.67
1999	9,448	3,848	40.73	5,600	59.27	253	2.68	385	4.07	2,624	27.77	2,618	27.71	786	8.32	2,366	25.04	145	1.53	170	1.80	40	0.42	61	0.65
2000	9,822	4,062	41.36	5,760	58.64	279	2.84	402	4.09	2,728	27.77	2,649	26.97	855	8.70	2,466	25.11	156	1.59	181	1.84	44	0.45	62	0.63
2001	9,727	3,952	40.63	5,775	59.37	278	2.86	405	4.16	2,622	26.96	2,583	26.55	850	8.74	2,535	26.06	161	1.66	190	1.95	41	0.42	62	0.64
2002	9,793	3,948	40.31	5,845	59.69	278	2.84	411	4.20	2,594	26.49	2,550	26.04	872	8.90	2,623	26.78	166	1.70	199	2.03	38	0.39	62	0.63
2003	10,177	4,040	39.70	6,137	60.30	290	2.85	437	4.29	2,608	25.63	2,636	25.90	935	9.19	2,765	27.17	170	1.67	230	2.26	37	0.36	69	0.68
2004	10,218	4,064	39.77	6,154	60.23	284	2.77	437	4.27	2,573	25.18	2,613	25.57	987	9.65	2,786	27.26	186	1.82	246	2.40	34	0.33	72	0.70
2005	9,921	3,960	39.92	5,961	60.08	283	2.85	428	4.31	2,508	25.28	2,505	25.25	954	9.62	2,714	27.36	181	1.82	242	2.44	34	0.34	72	0.73
INTERIOR, DEPT. OF																									
1996	56,027	35,775	63.85	20,252	36.15	1,413	2.52	1,011	1.80	28,237	50.40	14,295	25.51	1,632	2.91	1,652	2.95	474	0.85	373	0.67	4,019	7.17	2,921	5.21
1997	55,817	35,469	63.55	20,348	36.45	1,452	2.60	1,062	1.90	27,846	49.89	14,292	25.61	1,721	3.08	1,695	3.04	508	0.91	428	0.77	3,942	7.06	2,871	5.14
1998	56,337	35,626	63.24	20,711	36.76	1,519	2.70	1,111	1.97	27,920	49.56	14,518	25.77	1,766	3.13	1,776	3.15	523	0.93	468	0.83	3,898	6.92	2,838	5.04
1999	56,739	35,504	62.57	21,235	37.43	1,567	2.76	1,147	2.02	27,780	48.96	14,881	26.23	1,736	3.06	1,846	3.25	545	0.96	495	0.87	3,876	6.83	2,866	5.07
2000	57,577	35,802	62.18	21,775	37.82	1,641	2.85	1,207	2.10	27,925	48.50	15,221	26.44	1,762	3.06	1,903	3.31	589	1.02	520	0.90	3,885	6.75	2,924	5.08
2001	59,141	36,556	61.83	22,585	38.17	1,709	2.89	1,242	2.10	28,438	48.09	15,765	26.66	1,786	3.02	1,910	3.23	602	1.02	548	0.93	4,062	6.87	3,080	5.21
2002	60,465	37,233	61.58	23,232	38.42	1,685	2.79	1,267	2.10	29,108	48.14	16,226	26.84	1,739	2.88	1,936	3.20	626	1.04	570	0.94	4,075	6.74	3,233	5.35
2003	60,840	37,344	61.38	23,496	38.62	1,708	2.81	1,280	2.10	29,272	48.13	16,383	26.93	1,726	2.84	1,936	3.18	645	1.06	600	0.99	3,990	6.56	3,297	5.42
2004	77,600	46,505	59.93	31,095	40.07	2,104	2.71	1,534	1.97	36,017	46.41	20,742	26.72	1,914	2.46	2,097	2.70	807	1.03	754	0.97	5,663	7.29	5,968	7.69
2005	76,676	45,806	59.74	30,870	40.26	2,086	2.72	1,572	2.03	35,469	46.26	20,331	26.78	1,830	2.39	2,084	2.72	817	1.07	750	0.98	5,604	7.31	5,933	7.74
JUSTICE, DEPT. OF																									
1996	104,921	64,842	61.80	40,079	38.20	8,526	8.13	3,629	3.46	47,337	45.12	24,923	21.75	6,986	6.66	10,177	9.70	1,483	1.41	1,101	1.05	510	0.49	249	0.24
1997	111,218	69,092	62.12	42,126	37.88	9,273	8.34	3,903	3.51	50,231	45.18	26,351	23.69	7,353	6.61	10,387	9.34	1,672	1.50	1,202	1.08	563	0.51	283	0.25
1998	117,180	72,531	62.15	44,649	37.85	10,050	8.58	4,252	3.63	52,708	44.98	27,533	23.50	7,679	6.55	10,953	9.35	1,807	1.54	1,302	1.11	587	0.50	309	0.26
1999	119,502	74,169	61.86	45,333	38.14	10,321	8.61	4,439	3.70	53,386	44.52	28,277	23.58	7,972	6.65	11,333	9.45	1,884	1.57	1,367	1.14	606	0.51	317	0.28
2000	120,858	75,108	62.15	45,750	37.85	11,024	9.12	4,586	3.79	53,470	44.24	28,185	23.30	8,047	6.66	11,305	9.35	1,946	1.61	1,395	1.15	621	0.51	311	0.26
2001	122,669	76,390	62.27	46,279	37.73	8,971	7.31	4,792	3.91	56,420	45.99	28,222	23.01	8,279	6.75	11,465	9.35	2,088	1.70	1,479	1.21	632	0.52	321	0.26
2002	124,539	77,466	62.20	47,073	37.80	12,623	10.14	5,081	4.08	53,712	43.13	28,618	22.98	8,296	6.66	11,616	9.33	2,219	1.78	1,419	1.14	616	0.49	339	0.27
2003	98,180	58,404	59.49	39,776	40.51	5,148	5.24	3,138	3.20	43,817	44.63	25,071	25.54	7,382	7.52	10,238	10.43	1,515	1.54	1,045	1.06	542	0.55	284	0.29
2004	102,906	61,303	59.57	41,603	40.43	5,415	5.26	3,432	3.33	46,037	44.74	26,044	25.30	7,690	7.38	10,641	10.34	1,693	1.64	1,198	1.16	558	0.54	288	0.27
2005	104,098	62,430	59.97	41,668	40.03	5,528	5.31	3,521	3.38	46,914	45.07	26,059	25.03	7,655	7.35	10,559	10.14	1,775	1.71	1,242	1.19	558	0.54	287	0.28
LABOR, DEPT. OF																									
1996	14,923	7,707	51.63	7,216	48.37	447	2.99	410	2.75	6,147	41.18	3,889	26.05	906	6.07	2,662	17.83	161	1.08	198	1.33	46	0.31	62	0.42
1997	15,271	7,837	51.32	7,434	48.68	494	3.23	459	3.03	6,173	40.42	4,026	26.36	932	6.10	2,666	17.46	194	1.27	224	1.47	44	0.29	59	0.39
1998	15,225	7,741	50.84	7,484	49.16	502	3.30	479	3.15	6,086	39.97	4,005	26.35	913	6.00	2,701	17.74	195	1.23	240	1.58	45	0.30	59	0.39
1999	15,348	7,791	50.76	7,557	49.24	513	3.34	509	3.32	6,088	39.67	4,017	26.17	941	6.13	2,715	17.69	202	1.32	256	1.67	47	0.31	60	0.39
2000	15,626	7,910	50.62	7,716	49.38	525	3.36	534	3.42	6,132	39.24	4,057	25.96	989	6.23	2,779	17.78	217	1.39	285	1.82	47	0.30	61	0.39
2001	16,368	8,149	49.79	8,219	50.21	541	3.30	586	3.58	6,279	38.36	4,312	26.34	1,041	6.35	2,926	17.87	241	1.47	330	2.01	47	0.28	65	0.40
2002	15,532	7,881	49.78	7,651	50.22	519	3.28	560	3.54	6,047	38.19	4,204	26.55	1,005	6.35	2,794	17.65	252	1.59	333	2.10	58	0.37	60	0.38
2003	15,838	7,877	49.73	7,961	50.27	533	3.37	577	3.64	6,055	38.23	4,185	26.42	969	6.12	2,779	17.55	266	1.68	361	2.28	54	0.34	59	0.37
2004	15,814	7,849	49.63	7,965	50.37	523	3.30	578	3.65	6,001	37.95	4,195	26.52	973	6.15	2,762	17.47	296	1.87	374	2.36	56	0.35	56	0.35
2005	15,380	7,655	50.05	7,725	49.95	513	3.34	560	3.64	5,880	38.23	4,055	26.37	946	6.15	2,659	17.29	298	1.94	362	2.35	58	0.38	49	0.32
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																									
1996	20,633	13,989	67.80	6,644	32.20	598	2.90	294	1.42	11,679	56.60	4,838	23.44	924	4.48	1,197	5.80	687	3.33	244	1.18	101	0.49	72	0.35
1997	19,295	13,105	67.92	6,190	32.08	567	2.94	278	1.44	10,970	56.85	4,498	23.31	802	4.16	1,113	5.77	666	3.45	230	1.19	100	0.52	71	0.37
1998	18,246	12,341	67.64	5,905	32.36	557	3.05	273	1.50	10,184	55.81	4,270	23.40	847	4.64	1,069	5.86	657	3.60	230	1.26	96	0.53	63	0.35
1999	18,322	12,287	67.0																						

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION																									
1996	3,127	1,404	44.90	1,723	55.10	25	0.80	40	1.28	973	31.12	938	30.00	369	11.80	698	22.32	36	1.15	38	1.22	1	0.03	9	0.29
1997	2,854	1,278	44.78	1,576	55.22	25	0.88	24	0.84	884	30.97	871	30.52	339	11.88	642	22.49	27	0.95	31	1.09	3	0.11	8	0.28
1998	2,417	1,063	43.98	1,354	56.02	19	0.79	16	0.66	772	31.94	771	31.90	250	10.34	523	21.64	19	0.79	36	1.49	3	0.12	8	0.33
1999	2,400	1,059	44.07	1,344	55.93	17	0.71	18	0.75	773	32.17	782	32.54	251	10.45	507	21.10	16	0.67	31	1.29	2	0.08	6	0.25
2000	2,482	1,106	44.56	1,376	55.44	18	0.73	17	0.68	794	31.99	803	32.35	268	10.80	521	20.99	22	0.89	29	1.17	4	0.16	6	0.24
2001	2,585	1,174	45.42	1,411	54.58	19	0.74	20	0.77	844	32.65	807	31.22	282	10.91	547	21.16	26	1.01	31	1.20	3	0.12	6	0.23
2002	2,723	1,262	46.35	1,461	53.65	20	0.73	23	0.84	910	33.42	841	30.89	297	10.91	556	20.42	31	1.14	33	1.21	4	0.15	8	0.29
2003	2,619	1,221	46.62	1,398	53.38	22	0.84	21	0.80	886	33.83	840	32.07	283	10.81	501	19.13	27	1.03	30	1.15	3	0.11	6	0.23
2004	2,979	1,391	46.69	1,588	53.31	25	0.83	26	0.87	990	33.23	952	31.95	341	11.44	556	18.66	31	1.04	47	1.57	4	0.13	7	0.23
2005	3,043	1,412	46.40	1,631	53.60	26	0.85	25	0.82	1,010	33.19	971	31.91	331	10.88	581	19.09	41	1.33	46	1.51	4	0.13	8	0.26
NATIONAL CREDIT UNION ADMINISTRATION																									
1996	877	555	63.28	322	36.72	18	2.05	11	1.25	489	55.76	239	27.25	33	3.76	58	6.61	12	1.37	11	1.25	3	0.34	3	0.34
1997	867	535	61.71	332	38.29	22	2.54	10	1.15	464	53.52	240	27.68	31	3.58	65	7.50	16	1.85	12	1.38	2	0.23	5	0.58
1998	829	517	62.36	312	37.64	19	2.29	11	1.33	455	54.89	232	27.99	29	3.50	55	6.63	12	1.45	10	1.21	2	0.24	4	0.48
1999	910	560	61.54	350	38.46	21	2.31	14	1.54	484	53.19	259	28.44	34	3.74	65	7.14	19	2.09	9	0.99	2	0.22	3	0.33
2000	930	561	60.32	369	39.68	20	2.15	12	1.29	490	52.69	277	29.78	31	3.33	68	7.31	19	2.04	9	0.97	1	0.11	3	0.32
2001	913	546	59.80	367	40.20	20	2.19	14	1.53	477	52.25	267	29.23	32	3.50	73	8.00	16	1.75	9	0.99	1	0.11	4	0.44
2002	920	545	59.24	375	40.76	19	2.07	14	1.52	476	51.74	276	30.00	34	3.70	72	7.83	15	1.63	9	0.98	1	0.11	4	0.43
2003	898	528	58.80	370	41.20	19	2.12	15	1.67	459	51.11	271	30.18	33	3.67	71	7.91	16	1.78	9	1.00	1	0.11	4	0.44
2004	888	512	57.66	376	42.34	20	2.25	16	1.80	442	49.77	270	30.40	34	3.82	74	8.33	16	1.80	12	1.35	0	0.00	4	0.45
2005	899	497	55.28	402	44.72	20	2.22	18	2.00	428	47.61	287	31.92	29	3.23	82	9.12	20	2.22	12	1.33	0	0.00	3	0.33
NATIONAL GALLERY OF ART																									
1996	769	458	59.56	311	40.44	6	0.78	5	0.65	171	22.24	195	25.36	279	36.28	106	13.78	1	0.13	5	0.65	1	0.13	0	0.00
1997	795	473	59.50	322	40.50	5	0.63	5	0.63	171	21.51	203	25.79	284	36.98	107	13.46	2	0.25	5	0.63	1	0.13	0	0.00
1998	774	451	58.27	323	41.73	6	0.78	4	0.52	170	21.96	204	26.36	272	35.14	107	13.82	2	0.26	7	0.90	1	0.13	1	0.13
1999	795	462	58.11	333	41.89	9	1.13	4	0.50	171	21.51	207	26.04	279	35.09	115	14.47	2	0.25	6	0.75	1	0.12	1	0.13
2000	779	454	58.28	325	41.72	9	1.16	4	0.51	167	21.44	203	26.06	275	35.30	110	14.12	2	0.26	7	0.90	1	0.13	1	0.13
2001	781	470	60.18	311	39.82	11	1.41	3	0.38	185	23.69	195	24.97	271	34.70	106	13.57	2	0.26	6	0.77	1	0.13	1	0.13
2002	795	469	58.99	326	41.01	8	1.01	4	0.50	183	23.02	206	25.91	275	34.59	108	13.58	2	0.25	8	1.01	1	0.13	0	0.00
2003	806	467	57.94	339	42.06	14	1.74	6	0.74	188	23.33	212	26.30	260	32.26	108	13.40	4	0.50	13	1.61	1	0.12	0	0.00
2004	810	469	57.90	341	42.10	13	1.60	6	0.74	192	23.70	221	27.28	259	31.98	103	12.72	4	0.49	1	0.12	1	0.12	0	0.00
2005	810	471	58.15	337	41.85	13	1.60	6	0.74	194	23.95	212	26.17	260	32.10	110	13.58	4	0.49	9	1.11	0	0.00	2	0.25
NATIONAL LABOR RELATIONS BOARD																									
1996	1,914	800	41.80	1,114	58.20	44	2.30	73	3.92	655	34.22	645	33.70	87	4.55	368	19.23	13	0.68	24	1.25	1	0.05	2	0.10
1997	1,918	791	41.24	1,127	58.76	43	2.24	78	4.07	649	33.84	661	34.46	83	4.30	360	18.77	13	0.68	26	1.36	1	0.05	2	0.10
1998	1,843	758	41.13	1,085	58.87	43	2.33	75	4.07	621	33.70	626	33.97	81	4.40	354	19.21	12	0.65	28	1.52	1	0.05	2	0.11
1999	1,841	743	40.36	1,098	59.64	43	2.34	82	4.43	611	33.19	634	34.53	80	4.35	349	18.96	8	0.43	29	1.58	1	0.05	2	0.11
2000	1,940	772	39.79	1,168	60.21	45	2.32	80	4.12	634	32.68	698	35.98	83	4.28	356	18.33	9	0.46	31	1.60	1	0.05	3	0.15
2001	2,019	796	39.43	1,223	60.57	49	2.43	87	4.31	647	32.05	751	37.28	87	4.31	353	17.48	11	0.54	28	1.39	2	0.10	4	0.20
2002	2,099	828	39.45	1,271	60.55	53	2.53	90	4.29	671	31.97	771	36.73	91	4.34	373	17.77	11	0.52	33	1.57	2	0.10	4	0.19
2003	1,891	741	39.19	1,150	60.81	47	2.49	85	4.49	606	31.77	707	37.39	78	4.12	324	17.13	14	0.74	30	1.59	2	0.11	4	0.21
2004	1,898	736	38.78	1,162	61.22	51	2.68	91	4.79	591	31.14	716	37.40	79	4.16	322	16.96	13	0.68	36	1.89	2	0.10	3	0.15
2005	1,870	731	39.09	1,139	60.91	55	2.94	105	5.61	575	30.75	673	35.99	87	4.65	314	16.79	12	0.64	44	2.38	2	0.11	3	0.16
NATIONAL SCIENCE FOUNDATION																									
1996	1,121	423	37.73	698	62.27	6	0.54	11	0.98	334	29.79	311	27.74	62	5.53	357	31.85	18	1.61	19	1.69	3	0.27	0	0.00
1997	1,090	410	37.62	680	62.38	6	0.55	12	1.10	328	30.09	303	27.80	55	5.05	345	31.65	19	1.74	20	1.83	2	0.18	0	0.00
1998	1,013	380	37.51	633	62.49	5	0.49	12	1.18	304	30.01	277	27.34	51	5.03	324	31.98	18	1.78	20	1.97	2	0.20	0	0.00
1999	931	352	37.81	579	62.19	4	0.43	11	1.18	281	30.18	250	26.85	50	5.37	298	32.01	15	1.61	20	2.13	2	0.21	0	0.00
2000	861	325	37.75	536	62.25	3	0.35	11	1.28	263	30.55	231	26.83	43	4.99	276	32.06	14	1.63	18	2.09	2	0.23	0	0.00
2001	1,075	381	35.44	694	64.56	9	0.84	14	1.30	295	27.44	311	28.93	57	5.30	341	31.72	19	1.77	26	2.42	1	0.09	2	0.19
2002	1,077	384	35.65	693	64.35	9	0.84	15	1.39	304	28.23	326	30.27	50	4.64	323	29.99	20	1.86	29	2.69	1	0.09	0	0.00
2003	1,092	396	36.26	696	63.74	11	1.01	17	1.56	304	27.84	322	29.49	57	5.22	326	29.85	23	2.13	31	2.84	1	0.09	0	0

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NULCEAR REGULATORY COMMISSION																									
1996	3,062	1,932	63.10	1,130	36.90	37	1.23	25	0.82	1,633	53.33	794	25.93	113	3.69	264	8.62	145	4.74	44	1.44	4	0.13	3	0.10
1997	2,999	1,892	63.09	1,107	36.91	40	1.33	21	0.70	1,587	52.92	781	26.04	116	3.87	256	8.54	145	4.83	46	1.53	4	0.13	3	0.10
1998	2,903	1,840	63.38	1,063	36.62	38	1.31	21	0.72	1,532	52.77	742	25.56	116	4.00	251	8.65	149	5.13	46	1.58	5	0.17	3	0.10
1999	2,813	1,771	62.96	1,042	37.04	38	1.35	22	0.78	1,465	52.08	719	25.56	112	3.98	252	8.96	151	5.37	45	1.60	5	0.18	4	0.14
2000	2,787	1,744	62.58	1,043	37.42	43	1.54	25	0.90	1,439	51.63	713	25.58	108	3.88	257	9.22	150	5.38	46	1.65	4	0.14	2	0.07
2001	2,785	1,743	62.59	1,042	37.41	58	2.08	30	1.08	1,425	51.17	708	25.42	107	3.84	253	9.08	147	5.28	49	1.76	6	0.22	2	0.07
2002	2,872	1,782	62.05	1,090	37.95	71	2.47	45	1.57	1,436	50.00	723	25.17	116	4.04	267	9.30	153	5.33	53	1.85	6	0.21	2	0.07
2003	2,995	1,878	62.70	1,117	37.30	81	2.70	52	1.74	1,499	50.05	733	24.47	128	4.27	276	9.22	162	5.41	54	1.80	8	0.27	2	0.07
2004	3,224	2,033	63.06	1,191	36.94	84	2.60	55	1.70	1,633	50.65	783	24.28	135	4.18	284	8.80	170	5.27	68	2.10	11	0.34	3	0.03
2005	3,295	2,088	63.13	1,215	36.87	85	2.58	58	1.76	1,660	50.38	781	23.70	140	4.25	301	9.14	183	5.55	71	2.15	12	0.36	4	0.12
OFFICE OF PERSONNEL MANAGEMENT																									
1996	3,669	1,367	37.26	2,302	62.74	54	1.47	50	1.36	1,049	28.59	1,435	39.11	243	6.62	777	21.18	16	0.44	33	0.90	5	0.14	7	0.19
1997	3,471	1,303	37.54	2,168	62.46	50	1.44	52	1.50	1,004	28.93	1,327	38.23	226	6.51	749	21.58	19	0.55	33	0.93	4	0.12	7	0.20
1998	3,443	1,284	37.29	2,159	62.71	49	1.42	54	1.57	983	28.55	1,304	37.87	227	6.59	760	22.07	20	0.58	34	0.99	5	0.15	7	0.20
1999	3,484	1,306	37.49	2,178	62.51	54	1.55	69	1.98	988	28.39	1,282	36.80	236	6.77	781	22.42	21	0.60	36	1.03	6	0.17	10	0.29
2000	3,598	1,325	36.83	2,273	63.17	59	1.64	79	2.20	991	27.54	1,333	37.05	245	6.81	799	22.21	23	0.64	48	1.33	7	0.19	14	0.39
2001	3,441	1,284	37.33	2,157	62.67	54	1.57	73	2.12	942	27.38	1,261	36.65	241	7.00	782	22.73	22	0.64	47	1.37	5	0.15	14	0.41
2002	3,534	1,291	36.53	2,243	63.47	57	1.61	82	2.32	963	27.25	1,296	36.67	243	6.88	801	22.67	23	0.65	47	1.33	5	0.14	17	0.48
2003	3,456	1,267	36.66	2,189	63.34	56	1.62	88	2.55	946	27.37	1,258	36.40	235	6.80	789	22.83	24	0.69	42	1.22	6	0.17	12	0.35
2004	3,648	1,366	37.45	2,282	62.55	59	1.61	79	2.16	1,011	27.71	1,312	35.96	260	7.12	835	22.88	29	0.79	45	1.23	7	0.19	11	0.30
2005	5,107	2,075	40.63	3,032	59.37	90	1.76	120	2.35	1,607	31.47	1,871	36.64	310	6.07	958	18.26	52	1.02	66	1.29	16	0.31	16	0.31
OFFICE OF MANAGEMENT AND BUDGET																									
1996	522	263	50.38	259	49.62	4	0.77	1	0.19	236	45.21	156	29.89	14	2.68	85	16.28	9	1.72	16	3.07	0	0.00	1	0.19
1997	511	249	48.73	262	51.27	3	0.59	3	0.59	223	43.64	156	30.53	16	3.13	87	17.03	7	1.37	15	2.94	0	0.00	1	0.20
1998	507	244	48.13	263	51.87	3	0.59	5	0.99	218	43.00	152	29.98	15	2.96	87	17.16	8	1.58	18	3.55	0	0.00	1	0.20
1999	525	255	48.57	270	51.43	3	0.57	12	2.29	224	42.67	152	28.95	17	3.24	87	16.57	1	0.19	8	1.52	0	0.00	1	0.19
2000	513	243	47.37	270	52.63	4	0.78	14	2.73	216	42.11	154	30.02	13	2.53	83	16.18	10	1.95	18	3.51	0	0.00	1	0.19
2001	516	244	47.29	272	52.71	4	0.78	1	0.19	217	42.05	162	31.40	14	2.71	74	14.34	9	1.74	23	4.46	0	0.00	2	0.39
2002	504	233	46.23	271	53.77	4	0.79	1	0.20	210	41.67	172	34.13	11	2.18	67	13.29	8	1.59	20	3.97	0	0.00	1	0.20
2003	498	225	45.18	273	54.82	3	0.60	10	2.01	203	40.76	171	34.34	12	2.41	64	12.85	7	1.41	27	5.42	0	0.00	1	0.20
2004	506	237	46.84	269	53.16	3	0.59	7	1.38	212	41.90	174	34.39	14	2.77	62	12.25	8	1.58	25	4.94	0	0.00	1	0.20
2005	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
PEACE CORPS OF THE UNITED STATES																									
1996	882	411	46.60	471	53.40	21	2.38	12	1.36	320	36.28	304	34.47	48	5.44	127	14.40	20	2.27	27	3.06	2	0.23	1	0.11
1997	855	388	45.38	467	54.62	13	1.52	13	1.52	304	35.56	303	35.44	48	5.61	125	14.62	22	2.57	25	2.92	1	0.12	1	0.12
1998	841	382	45.42	459	54.58	11	1.31	8	0.95	297	35.32	304	36.15	49	5.83	117	13.91	25	2.97	28	3.33	0	0.00	2	0.24
1999	829	375	45.24	454	54.76	13	1.57	11	1.33	287	34.62	293	35.34	56	6.76	118	14.23	18	2.17	31	3.74	1	0.12	1	0.12
2000	822	356	43.31	466	56.69	17	2.07	12	1.46	266	32.36	304	36.98	55	6.69	121	14.72	17	2.07	28	3.41	1	0.12	1	0.12
2001	773	331	42.80	442	57.20	17	2.19	7	0.90	243	31.23	290	37.28	59	7.58	123	15.81	13	1.67	23	2.96	1	0.13	2	0.26
2002	844	353	41.82	491	58.18	20	2.37	11	1.30	258	30.57	322	38.15	56	6.64	128	15.17	18	2.13	28	3.32	1	0.12	2	0.24
2003	912	388	42.54	524	57.46	24	2.63	12	1.32	288	31.58	361	39.58	51	5.59	121	13.27	24	2.63	25	2.74	1	0.11	5	0.55
2004	844	378	44.79	466	55.21	21	2.49	14	1.66	288	34.12	335	39.69	50	5.92	96	11.37	19	2.25	18	2.13	0	0.00	3	0.36
2005	869	376	43.27	493	56.73	22	2.53	12	1.38	291	33.49	337	38.78	48	5.52	114	13.12	15	1.73	27	3.11	0	0.00	3	0.35
PENSION BENEFIT GUARANTY CORPORATION																									
1996	765	338	44.18	427	55.82	7	0.92	8	1.05	245	32.03	172	22.48	71	9.38	228	29.80	14	1.83	18	2.35	1	0.13	1	0.13
1997	744	338	45.43	406	54.57	8	1.08	9	1.21	241	32.39	165	22.18	71	9.54	216	29.03	17	2.28	16	2.15	1	0.13	0	0.00
1998	750	334	44.53	416	55.47	7	0.93	7	0.93	238	31.73	162	21.60	73	9.73	230	30.67	14	1.82	17	2.27	2	0.27	0	0.00
1999	737	325	44.10	412	55.90	8	1.09	7	0.95	225	30.53	160	21.71	77	10.45	225	30.53	13	1.76	19	2.58	2	0.27	1	0.14
2000	745	335	44.97	410	55.03	8	1.07	10	1.34	226	30.34	156	20.94	83	11.14	226	30.34	16	2.15	18	2.42	2	0.27	0	0.00
2001	755	341	45.17	414	54.83	6	0.79	8	1.06	228	30.20	150	19.87	89	11.79	235	31.13	15	1.99	20	2.65	3	0.40	1	0.13
2002	776	351	45.23	425	54.77	8	1.03	10	1.29	234	30.15	150	19.33	90	11.60	238	30.67	17	2.19	26	3.33	2	0.26	1	0.13
2003	793	359	45.27	434	54.73	7	0.88	12	1.51	237	29.89	156	19.67	96	12.11	242	30.52	18	2.27	23	2.90	1	0.13	1</	

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE					
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
RAILROAD RETIREMENT BOARD																									
1996	1,423	561	39.42	862	60.58	8	0.56	42	2.95	474	33.31	422	29.66	68	4.78	384	26.99	11	0.77	12	0.84	0	0.00	2	0.13
1997	1,318	520	39.45	798	60.55	8	0.61	43	3.26	439	33.31	392	29.74	63	4.78	353	26.78	10	0.76	8	0.61	0	0.00	2	0.14
1998	1,279	499	39.01	780	60.99	8	0.63	40	3.13	420	32.84	386	30.18	61	4.77	343	26.82	10	0.78	8	0.63	0	0.00	2	0.15
1999	1,247	486	38.99	761	61.01	9	0.72	44	3.53	407	32.64	366	29.33	59	4.73	340	27.27	10	0.80	8	0.64	1	0.08	3	0.23
2000	1,165	459	39.40	706	60.60	7	0.60	46	3.95	385	33.05	336	28.84	58	4.98	313	26.87	8	0.69	8	0.69	1	0.09	3	0.24
2001	1,171	457	39.03	714	60.97	8	0.68	44	3.76	379	32.37	335	28.61	58	4.95	324	27.67	11	0.94	8	0.68	1	0.09	3	0.25
2002	1,161	453	39.02	708	60.98	7	0.60	47	4.05	378	32.56	329	28.34	57	4.91	321	27.65	10	0.86	8	0.69	1	0.09	3	0.26
2003	1,128	440	39.01	688	60.99	7	0.62	47	4.17	367	32.54	316	28.01	56	4.96	314	27.84	9	0.80	8	0.71	1	0.09	3	0.27
2004	1,087	419	38.55	668	61.45	7	0.64	43	3.96	345	31.74	311	28.43	55	5.06	303	27.87	11	1.01	8	0.74	1	0.09	3	0.28
2005	1,007	383	38.03	624	61.97	6	0.60	39	3.87	313	31.08	291	28.90	53	5.26	282	28.00	11	1.09	9	0.89	0	0.00	3	0.30
SECURITIES AND EXCHANGE COMMISSION																									
1996	2,696	1,351	50.11	1,345	49.89	35	1.30	58	2.15	1,070	39.69	739	27.41	187	6.94	477	17.69	56	2.08	67	2.49	3	0.11	4	0.15
1997	2,689	1,338	49.76	1,351	50.24	38	1.41	59	2.19	1,049	39.01	740	27.52	184	6.84	478	17.78	63	2.34	71	2.64	4	0.15	3	0.11
1998	2,652	1,310	49.40	1,342	50.60	39	1.47	52	1.96	1,025	38.65	737	27.79	179	6.75	476	17.95	63	2.38	74	2.79	4	0.15	3	0.11
1999	2,701	1,341	49.63	1,360	50.37	45	1.66	56	2.07	1,039	38.44	764	28.26	185	6.84	464	17.17	68	2.52	77	2.85	4	0.15	3	0.09
2000	2,804	1,414	50.43	1,390	49.57	50	1.78	63	2.25	1,103	39.34	780	27.82	176	6.28	464	16.55	80	2.85	82	2.92	5	0.18	1	0.04
2001	2,913	1,449	49.74	1,464	50.26	52	1.79	67	2.30	1,130	38.79	815	27.98	174	5.97	486	16.68	87	2.99	93	3.26	6	0.21	1	0.03
2002	2,926	1,456	49.76	1,470	50.24	49	1.67	67	2.29	1,140	38.96	819	27.99	165	5.64	483	16.51	97	3.32	100	3.42	5	0.17	1	0.03
2003	3,116	1,559	50.03	1,557	49.97	54	1.73	73	2.34	1,226	39.33	887	28.87	165	5.30	481	15.44	108	3.47	114	3.66	6	0.19	2	0.06
2004	3,797	1,934	50.93	1,863	49.07	76	2.00	94	2.48	1,528	40.24	1,074	28.29	188	4.95	536	14.12	136	3.58	155	4.08	6	0.16	4	0.11
2005	3,907	2,008	51.39	1,899	48.61	86	2.20	98	2.51	1,572	40.24	1,092	27.95	190	4.86	542	13.87	154	3.94	163	4.17	6	0.15	4	0.10
SMALL BUSINESS ADMINISTRATION																									
1996	3,413	1,593	46.67	1,820	53.33	132	3.87	167	4.89	1,199	35.13	1,014	29.71	205	6.01	576	16.88	44	1.29	52	1.52	13	0.38	11	0.32
1997	3,418	1,590	46.52	1,828	53.48	138	4.04	172	5.03	1,184	34.64	1,010	29.55	207	6.06	571	16.71	48	1.40	62	1.81	13	0.38	13	0.38
1998	3,564	1,618	45.40	1,946	54.60	148	4.15	186	5.22	1,186	33.28	1,078	30.25	216	6.06	592	16.61	55	1.54	76	2.13	13	0.36	14	0.39
1999	3,554	1,625	45.72	1,929	54.28	148	4.16	185	5.21	1,179	33.17	1,065	29.97	230	6.47	589	16.57	55	1.55	78	2.19	13	0.37	12	0.34
2000	3,447	1,571	45.58	1,876	54.42	142	4.12	187	5.43	1,142	33.13	1,024	29.71	224	6.50	579	16.80	51	1.48	74	2.15	12	0.35	12	0.35
2001	3,339	1,513	45.31	1,826	54.69	141	4.22	182	5.45	1,090	32.64	985	29.50	222	6.65	574	17.19	49	1.47	73	2.19	11	0.33	12	0.36
2002	3,243	1,471	45.36	1,772	54.64	142	4.38	176	5.43	1,051	32.41	953	29.39	223	6.88	562	17.33	45	1.39	70	2.16	10	0.31	11	0.34
2003	3,145	1,422	45.21	1,723	54.79	141	4.48	172	5.47	1,009	32.08	916	29.13	217	6.90	551	17.52	46	1.46	71	2.26	9	0.29	13	0.41
2004	4,152	1,956	47.11	2,196	52.89	207	4.99	256	6.17	1,388	33.43	1,130	27.23	299	7.20	697	16.79	51	1.23	87	2.10	11	0.26	26	0.63
2005	4,322	2,038	47.15	2,284	52.85	182	4.21	231	5.34	1,483	34.31	1,195	27.65	301	6.96	743	17.19	61	1.41	91	2.11	11	0.25	24	0.56
SMITHSONIAN INSTITUTION																									
1996	4,621	2,714	58.73	1,907	41.27	73	1.58	44	0.95	1,423	30.79	1,123	24.30	1,149	24.86	682	14.76	51	1.10	34	0.74	18	0.39	24	0.52
1997	4,590	2,683	58.45	1,907	41.55	69	1.50	44	0.96	1,390	30.28	1,116	24.31	1,157	25.21	688	14.99	52	1.13	33	0.72	15	0.33	26	0.57
1998	4,619	2,698	58.41	1,921	41.59	78	1.69	42	0.91	1,414	30.61	1,119	24.23	1,133	24.53	695	15.05	52	1.13	36	0.78	21	0.45	29	0.63
1999	4,688	2,744	58.53	1,944	41.47	85	1.81	46	0.98	1,423	30.35	1,121	23.91	1,163	24.81	716	15.27	54	1.15	33	0.70	19	0.41	28	0.60
2000	4,638	2,709	58.41	1,929	41.59	81	1.75	49	1.06	1,399	30.16	1,104	23.80	1,162	25.05	707	15.24	45	0.97	38	0.82	22	0.47	31	0.67
2001	4,595	2,678	58.28	1,917	41.72	85	1.85	48	1.04	1,423	30.97	1,099	23.92	1,102	23.98	696	15.15	45	0.98	40	0.87	23	0.50	34	0.74
2002	4,677	2,744	58.67	1,933	41.33	96	2.05	54	1.15	1,415	30.25	1,088	23.26	1,165	24.91	715	15.29	44	0.94	43	0.92	24	0.51	33	0.71
2003	4,783	2,800	58.54	1,983	41.46	134	2.80	64	1.34	1,406	29.40	1,079	22.56	1,182	24.71	750	15.68	55	1.15	54	1.13	23	0.48	36	0.75
2004	5,042	2,853	56.58	2,189	43.42	138	2.74	79	1.57	1,425	28.26	1,193	23.66	1,180	23.40	795	15.77	65	1.29	60	1.19	45	0.89	62	1.23
2005	4,062	2,295	56.51	1,766	43.49	106	2.61	74	1.82	1,189	29.28	930	22.90	899	22.14	652	16.06	61	1.50	56	1.38	40	0.98	54	1.33
SOCIAL SECURITY ADMINISTRATION																									
1996	65,256	18,731	28.70	46,525	71.30	1,376	2.11	3,751	5.75	14,052	21.53	26,773	41.03	2,814	4.31	14,782	22.65	365	0.56	872	1.34	124	0.19	347	0.47
1997	64,207	18,590	28.95	45,617	71.05	1,389	2.16	3,730	5.81	13,882	21.62	26,094	40.64	2,811	4.38	14,590	22.72	384	0.60	864	1.35	124	0.19	339	0.50
1998	63,405	18,435	29.08	44,968	70.92	1,463	2.31	3,948	6.20	13,584	21.42	25,449	40.14	2,836	4.47	14,312	22.57	398	0.63	908	1.43	154	0.24	351	0.52
1999	62,004	18,193	29.34	43,811	70.66	1,529	2.47	4,157	6.70	13,249	21.37	24,331	39.24	2,843	4.59	13,960	22.51	434	0.70	998	1.61	158	0.22	365	0.59
2000	62,147	18,240	29.30	44,007	70.70	1,697	2.73	4,513	7.25	13,004	20.89	24,114	38.74	2,880	4.63	13,868	22.28	494	0.79	1,075	1.73	165	0.27	437	0.70
2001	63,178	18,478	29.25	44,700	70.75	1,867	2.96	4,935	7.81	12,885	20.39	24,032	38.04	2,977	4.71	13,581	22.13	562	0.89	1,214	1.92	187			

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
STATE, DEPT. OF																									
1996	12,034	6,766	56.22	5,268	43.78	269	2.24	200	1.66	5,664	47.07	3,346	27.80	620	5.15	1,501	12.47	184	1.53	195	1.62	29	0.24	26	0.22
1997	11,730	6,538	55.74	5,192	44.26	257	2.19	203	1.73	5,467	46.61	3,280	27.96	600	5.12	1,487	12.68	184	1.57	200	1.71	30	0.26	22	0.19
1998	12,631	6,465	51.58	5,166	44.42	161	1.24	201	1.73	5,507	47.35	3,266	28.08	580	4.99	1,480	12.72	188	1.62	197	1.69	29	0.25	22	0.19
1999	11,780	6,474	54.96	5,306	45.04	247	2.10	197	1.67	5,418	45.99	3,370	28.61	593	4.03	1,521	12.91	188	1.60	196	1.66	28	0.24	22	0.19
2000	13,294	7,076	53.23	6,218	46.77	267	2.01	228	1.72	5,873	44.18	3,444	28.92	697	5.24	1,906	14.34	208	1.56	216	1.62	31	0.23	24	0.18
2001	13,234	7,037	53.32	6,177	46.68	277	2.09	222	1.68	5,840	44.13	3,412	28.80	698	5.27	1,897	14.33	211	1.59	221	1.67	31	0.23	25	0.19
2002	13,721	7,290	53.13	6,431	46.87	305	2.22	210	1.53	6,004	43.76	4,009	29.22	719	5.24	1,930	14.07	231	1.68	257	1.87	31	0.23	25	0.18
2003	17,511	9,295	53.04	7,216	40.96	483	2.76	320	1.83	7,937	45.33	4,868	27.80	932	5.32	2,124	12.13	406	2.32	377	2.15	37	0.21	27	0.15
2004	24,040	12,305	51.19	11,735	48.81	606	2.52	668	2.78	9,996	41.58	7,811	32.49	1,133	4.71	2,503	10.41	523	2.18	715	2.97	47	0.20	38	0.16
2005	24,498	12,556	51.25	11,942	48.75	643	2.62	727	2.97	10,123	41.32	7,962	32.50	1,192	4.87	2,467	10.07	554	2.26	748	3.05	44	0.18	38	0.16
TENNESSEE VALLEY AUTHORITY																									
1996	16,021	12,322	76.91	3,699	23.09	55	0.34	4	0.02	11,063	69.05	3,101	19.34	1,014	6.33	524	3.27	98	0.61	30	0.19	92	0.57	40	0.25
1997	14,510	11,376	78.40	3,134	21.60	49	0.34	6	0.04	10,240	70.57	2,679	18.46	915	6.31	386	2.66	88	0.61	26	0.18	81	0.58	37	0.25
1998	13,818	10,887	78.79	2,931	21.21	47	0.34	6	0.04	9,825	71.10	2,515	18.20	853	6.17	351	2.54	85	0.62	26	0.19	77	0.56	33	0.24
1999	13,321	10,503	78.85	2,818	21.15	44	0.33	6	0.05	9,474	71.12	2,404	18.05	833	6.23	349	2.62	80	0.60	25	0.19	72	0.54	34	0.26
2000	13,121	10,363	78.98	2,758	21.02	46	0.35	7	0.05	9,326	71.08	2,344	17.86	838	6.39	354	2.70	81	0.62	24	0.18	72	0.55	29	0.22
2001	13,430	10,626	79.12	2,804	20.88	43	0.32	10	0.07	9,521	70.89	2,379	17.71	893	6.66	364	2.71	82	0.66	24	0.18	80	0.60	27	0.20
2002	13,444	10,625	79.03	2,819	20.97	46	0.34	10	0.07	9,534	70.92	2,390	17.78	862	6.41	366	2.72	97	0.72	27	0.20	86	0.64	26	0.19
2003	13,329	10,561	78.94	2,818	21.06	54	0.40	11	0.08	9,450	70.63	2,393	17.89	865	6.42	359	2.68	102	0.76	28	0.21	90	0.67	27	0.20
2004	12,742	10,188	79.96	2,554	20.04	57	0.45	13	0.10	9,096	71.39	2,161	16.96	824	6.47	329	2.58	104	0.82	24	0.19	95	0.75	21	0.16
2005	12,565	10,054	80.02	2,511	19.98	58	0.46	16	0.13	6,648	48.13	2,146	17.08	807	6.42	320	2.55	14	0.11	3	0.02	108	0.86	19	0.15
TRANSPORTATION, DEPT. OF																									
1996	62,283	45,563	73.15	16,720	26.85	2,045	3.28	730	1.17	38,300	61.49	11,708	18.80	3,218	5.17	3,563	5.72	1,291	2.07	456	0.73	709	1.14	263	0.42
1997	63,016	46,006	73.01	17,010	26.99	2,112	3.35	755	1.20	38,618	61.28	11,913	18.90	3,237	5.14	3,602	5.72	1,327	2.11	470	0.75	712	1.13	270	0.43
1998	63,647	46,402	72.91	17,245	27.09	2,197	3.39	786	1.23	38,949	61.20	12,061	18.95	3,249	5.10	3,645	5.73	1,345	2.11	484	0.76	702	1.10	269	0.42
1999	62,898	45,738	72.72	17,160	27.28	2,188	3.48	788	1.25	38,237	60.79	11,971	19.03	3,253	5.17	3,655	5.81	1,380	2.19	478	0.76	680	1.08	268	0.43
2000	62,372	45,318	72.66	17,054	27.34	2,197	3.52	816	1.31	37,818	60.63	11,810	18.94	3,243	5.20	3,676	5.89	1,397	2.24	494	0.79	663	1.06	258	0.41
2001	64,316	46,539	72.42	17,737	27.58	2,346	3.64	860	1.34	38,631	60.10	12,174	18.93	3,419	5.32	3,881	6.03	1,507	2.34	537	0.87	662	1.03	265	0.41
2002	100,754	72,373	71.83	28,381	28.17	5,423	5.38	1,947	1.93	56,189	55.77	18,558	18.42	7,607	7.55	6,704	6.65	2,284	2.27	809	0.80	868	0.86	363	0.36
2003	57,733	42,445	73.52	15,288	26.48	2,363	4.09	816	1.41	34,991	60.61	10,493	18.11	3,015	5.22	3,258	5.64	1,444	2.50	511	0.89	632	1.09	248	0.43
2004	57,349	41,903	73.07	15,446	26.93	2,396	4.18	867	1.51	34,369	59.93	10,445	18.21	3,057	5.33	3,344	5.83	1,464	2.55	536	0.93	617	1.08	254	0.44
2005	53,878	39,394	73.12	14,480	26.88	2,334	4.33	843	1.56	32,156	59.68	9,752	18.10	2,880	5.35	3,130	5.81	1,437	2.70	525	0.97	571	1.06	230	0.43
TREASURY, DEPT. OF																									
1996	142,617	64,262	45.06	78,355	54.94	4,926	3.45	5,949	4.17	49,832	34.94	47,226	33.11	6,901	4.84	22,253	15.60	2,179	1.53	2,282	1.60	424	0.30	645	0.45
1997	137,262	61,912	45.07	75,350	54.93	5,085	3.70	5,830	4.26	46,643	33.96	45,196	32.90	7,627	5.53	21,563	15.70	2,126	1.58	2,215	1.61	421	0.31	626	0.46
1998	137,444	61,275	44.58	76,169	55.42	5,234	3.81	6,091	4.43	45,786	33.31	45,125	32.83	7,640	5.56	22,023	16.02	2,182	1.59	2,296	1.67	433	0.32	634	0.46
1999	139,632	61,607	44.12	78,025	55.88	5,378	3.85	6,230	4.48	45,730	32.75	45,962	32.92	7,818	5.60	22,774	16.31	2,234	1.60	2,380	1.70	447	0.32	659	0.47
2000	139,663	61,347	43.93	78,316	56.07	5,525	3.96	6,464	4.63	45,318	32.45	45,961	32.91	7,843	5.60	22,847	16.36	2,220	1.59	2,388	1.71	441	0.32	656	0.47
2001	143,588	62,606	43.60	80,982	56.40	5,850	4.08	6,956	4.84	45,899	31.92	47,236	32.90	8,027	5.59	23,580	16.41	2,358	1.64	2,543	1.77	462	0.32	687	0.48
2002	140,690	61,396	43.64	79,294	56.36	5,878	4.18	6,668	4.74	45,028	32.01	46,781	33.25	7,695	5.47	22,647	16.10	2,347	1.67	2,546	1.81	448	0.32	652	0.46
2003	108,199	40,683	37.60	67,516	62.40	2,699	2.49	5,335	4.93	30,555	27.78	39,275	36.30	5,967	5.51	20,139	18.61	1,681	1.53	2,173	2.01	281	0.26	598	0.55
2004	110,612	41,432	37.46	69,180	62.54	2,861	2.59	5,796	5.24	30,303	27.40	39,615	35.81	6,135	5.55	20,727	18.74	1,835	1.66	2,435	2.20	298	0.27	609	0.55
2005	107,753	40,292	37.39	67,461	62.61	2,801	2.60	5,739	5.33	29,290	27.18	38,315	35.56	6,081	5.64	20,379	18.91	1,839	1.71	2,443	2.27	281	0.26	585	0.54

TABLE A-1a (13)

TABLE A-1a
WORK FORCE TREND - AGENCIES WITH 500 OR MORE EMPLOYEES *

FY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
U.S. POSTAL SERVICE																									
1996	759,449	489,217	64.42	270,232	35.58	35,851	4.72	14,988	1.97	336,981	44.37	166,211	21.89	87,596	11.53	73,156	9.63	26,645	3.51	14,225	1.87	2,144	0.28	1,653	0.22
1997	764,681	489,649	64.03	275,032	35.97	36,261	4.76	15,271	2.00	335,567	43.88	168,356	22.02	87,929	11.50	74,687	9.77	27,612	3.61	14,994	1.96	2,177	0.28	1,724	0.23
1998	791,073	500,821	63.31	290,252	36.69	38,431	4.86	16,762	2.12	338,496	42.79	174,517	22.06	90,766	11.47	79,564	10.06	30,842	3.90	17,535	2.22	2,286	0.29	1,874	0.24
1999	794,495	499,575	62.88	294,920	37.12	39,447	4.97	17,381	2.21	335,083	42.18	176,198	22.18	90,539	11.40	80,611	10.15	32,208	4.05	18,584	2.34	2,298	0.29	1,946	0.24
2000	786,516	493,033	62.69	293,485	37.31	39,434	5.01	17,770	2.26	329,161	41.85	175,483	22.31	89,104	11.33	79,445	10.10	33,053	4.20	18,826	2.39	2,281	0.29	1,959	0.25
2001	774,675	483,846	62.46	290,829	37.54	39,313	5.07	17,889	2.31	321,049	41.44	173,695	22.42	87,456	11.29	78,194	10.09	33,732	4.35	19,072	2.46	2,296	0.30	1,979	0.26
2002	751,111	467,740	62.22	283,371	37.78	38,459	5.12	17,725	2.36	309,238	41.14	169,743	22.58	84,147	11.19	75,618	10.06	33,677	4.48	18,947	2.52	2,219	0.30	1,938	0.26
2003	729,393	451,809	61.94	277,580	38.06	37,496	5.14	17,326	2.40	297,638	40.81	166,171	22.78	80,813	11.09	73,172	10.03	33,697	4.62	18,841	2.58	2,165	0.30	1,879	0.26
2004	704,109	434,151	61.66	269,958	38.34	36,771	5.23	17,482	2.48	283,569	40.27	161,310	22.91	77,714	11.04	70,535	10.02	33,971	4.82	18,783	2.67	2,122	0.30	1,848	0.26
2005	701,979	428,746	61.08	273,233	38.92	37,107	5.29	18,270	2.60	227,204	32.37	161,886	23.06	77,429	11.03	71,581	10.20	34,894	4.97	19,590	2.79	2,112	0.30	1,906	0.27
VETERANS AFFAIRS, DEPT. OF																									
1996	211,761	91,307	43.12	120,454	56.88	6,156	2.91	5,717	2.70	61,212	28.91	76,669	36.21	19,523	9.22	31,151	14.71	3,691	1.74	6,023	2.84	725	0.34	894	0.42
1997	201,701	87,300	43.28	114,401	56.72	6,026	2.99	5,660	2.81	58,147	28.83	72,946	35.92	18,727	9.28	29,459	14.61	3,691	1.83	5,966	2.96	699	0.35	870	0.43
1998	198,272	85,812	43.28	112,460	56.72	5,988	3.02	5,656	2.85	56,849	28.67	70,956	35.79	18,544	9.35	28,874	14.56	3,735	1.88	6,079	3.07	696	0.35	895	0.45
1999	193,226	84,289	43.18	110,937	56.82	5,989	3.07	5,678	2.91	55,839	28.80	69,644	35.67	18,372	9.41	28,629	14.66	3,790	1.94	6,090	3.12	699	0.36	896	0.46
2000	196,009	84,352	43.03	111,657	56.97	6,201	3.16	5,921	3.02	55,041	28.08	69,747	35.58	18,473	9.42	28,786	14.69	3,930	2.01	6,290	3.21	707	0.36	913	0.47
2001	201,343	86,173	42.80	115,170	57.20	6,396	3.18	6,243	3.10	55,833	27.73	71,050	35.31	19,094	9.48	29,708	14.75	4,115	2.04	6,732	3.34	735	0.37	987	0.49
2002	201,078	85,354	42.45	115,724	57.55	6,372	3.17	6,382	3.17	55,114	27.41	71,619	35.62	18,946	9.42	29,743	14.79	4,193	2.09	6,963	3.46	729	0.36	1,017	0.51
2003	207,691	87,231	42.12	119,860	57.88	6,605	3.19	6,382	3.27	55,915	27.00	73,853	35.66	19,576	9.45	30,833	14.89	4,388	2.12	7,309	3.53	747	0.36	1,089	0.53
2004	236,258	98,435	41.66	137,823	58.34	7,851	3.32	8,266	3.50	61,981	26.23	84,147	35.62	21,548	9.12	34,595	14.64	6,189	2.62	9,573	4.05	866	0.37	1,242	0.53
2005	235,042	97,429	41.45	137,613	58.55	7,840	3.34	8,361	3.56	61,084	25.99	83,732	35.62	21,303	9.06	34,566	14.71	6,243	2.70	9,740	4.14	855	0.36	1,214	0.52

*Includes data for only those agencies reported by CPDF and AAFES, TVA, USPS. Does not include intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" should be available by FY 2007 report. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** Defense summary consists of data for those agencies shown in this table.

*** Agencies that have been established within last ten years or whose workforce has recently reached 500 or more employees or who no longer have 500 or more employees.

TABLE A-1a (14)

TABLE A-1b
FY 2005 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL				HISPANICS				WHITES				BLACKS				ASIAN AMERICAN / PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Agriculture, Department of																									
Second Level Reporting Components																									
Agricultural Marketing Service	5,197	2,442	46.99	2,755	53.01	274	5.27	360	6.93	1,642	31.60	1,429	27.50	435	8.37	887	17.07	66	1.27	58	1.12	25	0.48	21	0.40
Agricultural Research Service	9,792	5,290	54.02	4,502	45.98	295	3.14	189	2.01	4,277	43.54	3,101	31.02	325	3.45	514	5.47	304	3.38	251	2.69	29	0.31	45	0.48
Animal and Plant Health Inspection Service	7,994	4,649	58.60	3,345	41.40	557	7.02	294	3.71	3,429	43.25	2,362	29.78	229	2.89	436	5.50	492	5.07	160	2.02	33	0.40	32	0.40
Forest Service	1,740	2,583	45.00	3,157	55.00	107	1.66	109	1.90	2,220	38.68	2,517	43.85	184	3.21	444	7.74	27	0.47	45	0.78	45	0.78	42	0.71
Food and Nutrition Service	1,496	499	33.29	1,000	66.71	71	2.07	73	4.87	359	23.95	578	38.56	86	5.74	299	19.95	19	1.27	42	2.89	4	0.27	8	0.53
Food Safety and Inspection Service	10,059	5,758	57.04	4,301	42.96	383	3.81	220	2.19	4,477	44.51	2,568	25.53	353	3.59	1,323	13.15	268	2.66	110	1.09	77	0.77	100	0.99
Forest Service	61,490	26,391	42.92	35,099	57.08	1,958	3.20	866	1.43	22,209	35.33	12,914	21.43	643	1.05	605	1.03	382	0.62	283	0.48	999	1.63	541	0.90
Grain Inspection, Packers & Stockyards Admin	738	510	69.11	228	30.89	7	0.95	7	0.95	365	49.46	145	19.63	125	16.67	70	9.44	7	0.95	3	0.48	8	1.08	1	0.14
National Agricultural Statistics Service	1,161	523	45.06	638	54.94	18	1.63	27	2.45	427	38.78	421	38.24	54	4.90	101	9.17	18	1.63	23	2.27	6	0.54	4	0.36
Natural Resource Conservation Service	12,979	8,693	67.18	4,286	32.82	362	2.80	178	1.36	7,430	57.47	3,487	26.95	361	4.34	395	3.05	106	0.82	89	0.64	234	1.81	105	0.81
Commerce, Department of																									
Second Level Reporting Components																									
Bureau of the Census	13,012	4,506	34.62	8,506	65.38	225	2.41	562	4.32	3,213	24.69	6,090	46.80	569	4.37	1,740	13.37	219	1.68	215	1.64	70	0.53	103	0.78
International Trade Administration	1,772	884	49.89	888	50.11	45	2.43	31	1.75	745	42.04	568	32.05	56	3.14	236	13.32	39	2.20	53	2.99	1	0.06	0	0.00
National Institute of Standards & Technology	2,917	1,838	63.02	1,079	36.98	47	1.44	49	1.68	1,548	53.07	789	27.05	318	4.05	104	3.57	175	6.00	84	2.88	5	0.17	3	0.10
National Oceanic & Atmospheric Administration	12,423	8,417	67.71	3,996	32.29	224	1.80	171	0.97	7,454	60.02	2,940	23.87	380	3.06	701	5.66	325	2.60	195	1.57	54	0.43	37	0.22
Patent and Trademark Office	7,337	4,320	58.88	3,017	41.12	136	1.85	92	1.25	2,248	30.64	1,072	14.61	486	6.63	1,307	17.81	1,234	16.82	539	7.35	16	0.22	7	0.09
Defense (Summary - Independent DOD agencies)																									
Defense Commissary Agency	15,319	6,286	41.03	9,033	58.97	625	4.08	644	5.51	3,213	20.99	3,765	24.54	1,659	10.82	2,581	16.85	736	4.80	1,772	11.37	51	0.33	71	0.46
Defense Contract Audit Agency	4,112	2,032	49.42	2,080	50.58	102	2.48	123	3.00	1,565	40.44	1,415	34.43	132	3.21	331	8.05	126	3.06	294	7.16	9	0.22	3	0.07
Defense Contract Management Agency	10,531	6,533	62.01	4,000	37.99	147	1.39	219	2.19	5,270	50.02	2,815	26.72	572	5.43	772	7.33	295	2.80	151	1.43	49	0.47	33	0.31
Defense Education Activity	16,479	3,508	21.33	12,971	78.67	297	1.81	881	5.36	2,286	13.95	3,991	24.21	608	3.65	1,437	8.76	92	0.56	471	2.87	15	0.09	51	0.31
Defense Finance & Accounting	13,388	5,037	37.62	8,351	62.38	249	1.86	396	2.96	3,733	27.88	5,702	42.53	803	6.00	2,201	16.44	214	1.60	289	2.21	33	0.25	73	0.55
Defense Human Resources Activity	795	321	40.38	474	59.62	17	2.14	36	4.53	251	31.57	302	38.99	34	4.28	108	13.58	18	2.24	24	3.02	1	0.13	4	0.50
Defense Information Systems Agency	4,909	2,767	56.37	2,142	43.63	90	1.82	81	1.64	2,000	40.73	1,430	29.23	383	7.84	495	10.08	213	4.34	127	2.59	12	0.24	13	0.26
Defense Inspector General	1,373	708	51.57	665	48.43	34	2.48	25	1.82	626	45.59	352	25.64	97	7.06	153	11.42	40	2.91	33	2.49	1	0.07	8	0.58
Defense Logistics Agency	21,501	12,596	58.58	8,905	41.42	656	3.05	329	1.55	9,082	42.24	5,732	26.66	2,728	12.73	2,516	11.70	298	1.35	236	1.10	132	0.61	92	0.43
DOD Office of the Secretary	3,822	3,637	95.16	2,185	57.58	113	2.94	66	1.72	2,730	71.38	1,387	36.80	669	17.49	654	17.32	102	2.65	76	1.90	23	0.59	7	0.18
Defense Security Service	525	303	57.71	222	42.29	11	2.10	5	0.95	254	48.38	152	28.95	29	5.52	57	10.86	7	1.33	5	0.95	3	0.58	3	0.57
Defense Travel Administration	1,116	688	61.73	428	38.27	50	4.48	65	6.07	472	42.30	283	25.36	110	9.86	123	11.02	32	2.87	16	1.43	4	0.36	1	0.09
Health and Human Services																									
Second Level Reporting Components																									
Administration for Children and Families	1,324	458	34.59	866	65.41	33	2.49	57	4.19	313	23.64	398	30.06	83	6.27	381	28.78	19	1.44	33	2.49	10	0.76	17	1.28
Centers for Disease Control and Prevention	7,868	3,196	40.62	4,672	59.38	127	1.61	148	1.90	2,324	29.54	2,792	35.49	506	6.42	1,822	23.16	226	2.87	287	3.65	18	0.23	23	0.29
Centers for Medicare & Medicaid Services	4,887	1,707	34.93	3,180	65.07	62	1.27	163	3.34	1,315	26.91	1,927	39.40	230	4.71	919	18.80	64	1.32	143	2.89	16	0.33	30	0.61
Food and Drug Administration	11,531	5,690	49.35	5,841	50.65	280	2.43	297	2.58	4,305	37.33	3,800	32.98	497	4.31	1,157	10.04	588	5.10	555	4.82	20	0.17	22	0.19
Health Resources and Services Administration	1,551	486	31.33	1,065	68.67	40	2.58	51	3.29	321	20.70	541	34.84	101	6.53	421	27.34	20	1.29	44	2.84	3	0.19	1	0.05
Indian Health Service	13,377	3,737	27.98	9,640	72.02	81	0.60	101	0.76	1,009	7.55	1,573	11.78	40	0.30	61	0.46	52	0.39	57	0.43	2,555	19.13	7,668	58.91
National Institutes of Health	17,430	7,434	42.65	10,006	57.35	290	1.64	345	1.94	4,953	28.08	6,156	34.92	1,012	5.74	2,468	14.16	1,152	6.53	1,164	6.63	27	0.15	41	0.23
Homeland Security, Department of																									
Second Level Reporting Components																									
Bureau of Citizenship and Immigration Services	8,636	3,797	44.08	4,839	55.92	462	5.35	856	10.19	2,158	24.87	2,729	31.45	367	4.23	1,108	12.71	392	4.52	513	5.97	18	0.21	40	0.46
Bureau of Customs & Border Protection	41,849	31,220	74.63	10,629	25.37	10,430	24.92	2,523	6.20	17,775	42.47	5,729	13.69	1,471	3.52	1,727	4.10	1,371	3.28	992	2.35	173	0.41	62	0.15
Federal Emergency Management Agency	22,718	12,348	54.36	10,370	45.64	911	4.01	952	4.19	10,656	46.84	7,090	31.18	876	3.88	1,888	8.32	243	1.08	177	0.78	97	0.43	83	0.37
Federal Law Enforcement Training Center	1,647	728	44.20	919	55.80	26	1.58	18	1.12	645	39.20	252	15.31	38	2.32	40	2.42	7	0.43	5	0.31	12	0.73	4	0.25
Immigrations and Customs Enforcement	14,624	10,364	70.85	4,260	29.15	2,201	15.05	840	5.74	6,883	47.05	2,324	15.89	827	6.06	905	6.19	322	2.20	170	1.14	71	0.49	24	0.16
Transportation Security Administration	57,881	32,719	56.53	25,162	43.47	5,074	8.79	2,383	4.12	23,320	40.30	15,305	26.50	1,778	3.07	5,565	9.35	2,171	3.80	828	1.50	406	0.71	231	0.41
United States Coast Guard	1,194	4,643	64.52	2,553	35.47	213	2.96	114	1.58	2,709	23.36	1,620	13.25	478	4.04	688	5.76	158	1.33	153	1.28	27	0.24	14	0.12
United States Secret Service	6,842	4,903	71.66	1,939	28.34	252	3.83	131	2.00	3,922	57.35	955	14.00	544	8.02	476	7.24	138	2.11	70	1.07	27	0.41	7	0.10

Table A-1b
FY 2005 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL		HISPANIC		WHITE		BLACK		ASIAN AMERICAN / PACIFIC ISLANDER		AMERICAN INDIAN / ALASKAN NATIVES	
		MALE		MALE		MALE		MALE		MALE		MALE	
		#	%	#	%	#	%	#	%	#	%	#	%
Interior, Department of the													
Second Level Reporting Components													
Bureau of Indian Affairs	10,635	5,280	49.63	5,355	50.35	75	0.71	83	0.81	820	7.71	457	4.30
Bureau of Land Management	11,840	7,640	64.51	4,200	35.49	439	3.80	322	2.72	6,232	57.81	5,804	58.74
Bureau of Reclamation	5,825	3,775	64.81	2,050	35.19	209	3.57	201	3.52	5,188	84.71	1,592	27.33
Fish and Wildlife Service	9,565	5,821	60.84	3,743	39.16	204	2.13	201	2.10	5,092	53.22	3,074	32.13
Geological Survey	9,250	5,791	62.56	3,459	37.44	180	1.94	159	1.71	5,288	57.17	2,891	31.25
Minerals Management Service	1,794	888	49.50	906	50.50	34	1.90	72	4.01	243	41.42	657	36.63
National Park Service	21,911	14,942	68.20	6,969	31.80	726	3.34	408	1.71	12,357	51.48	7,351	30.64
Office of Surface Mining Reclamation & Enforcement	538	313	58.18	225	41.82	8	1.49	12	2.23	276	41.30	145	26.95
Justice, Department of													
Second Level Reporting Components													
Bureau of Alcohol, Tobacco, Firearms, Explosives	4,865	3,028	62.24	1,837	37.76	207	4.25	105	2.16	2,472	49.78	1,180	23.97
Drug Enforcement Administration	9,481	5,067	53.44	4,414	46.56	574	6.05	390	4.11	4,810	50.73	2,072	21.89
Economic Office of the U.S. Attorneys	11,342	4,602	40.57	6,740	59.43	283	2.47	879	7.69	3,761	33.18	4,460	39.32
Federal Bureau of Investigation	29,543	16,383	55.48	13,160	44.52	1,077	3.63	894	2.81	13,381	44.99	9,072	30.55
Federal Bureau of Prisons	14,571	24,853	72.31	9,518	27.69	2,892	8.42	937	2.73	16,591	48.17	5,556	16.11
U.S. Marshals Service	4,887	3,249	66.51	1,638	33.49	269	4.44	154	2.43	3,647	74.83	797	15.76
Labor, Department of													
Second Level Reporting Components													
Bureau of Labor Statistics	2,518	1,301	51.67	1,217	48.33	31	1.23	40	1.59	1,027	40.79	703	27.97
Employment Standards Administration	3,884	1,504	38.74	2,380	61.26	279	7.19	256	6.73	975	25.08	262	6.73
Employment and Training Administration	1,147	459	40.02	688	59.98	43	3.75	43	3.75	294	25.63	270	23.54
Mine Safety & Health Administration	2,145	1,696	79.07	449	20.93	40	1.88	18	0.85	1,515	70.65	440	20.51
Occupational Safety & Health Administration	2,130	1,214	57.00	916	43.00	79	3.71	62	2.91	968	45.45	501	23.54
NASA													
Second Level Reporting Components													
Ames Research Center	1,115	890	79.78	225	20.22	21	1.88	46	4.03	640	57.40	238	21.35
Dryden Flight Center	488	378	77.46	110	22.54	32	6.56	15	3.07	203	41.62	70	14.54
Glen Research Center	1,752	1,222	69.75	530	30.25	54	3.08	29	1.66	978	55.83	388	22.15
Goddard Space Flight Center	3,395	2,143	63.13	1,252	36.87	86	2.54	40	1.18	1,672	49.29	812	23.99
Johnson Space Center	3,128	2,054	65.69	1,074	34.31	161	4.99	118	3.66	1,641	52.46	828	26.45
Kennedy Space Center	2,041	1,359	66.60	682	33.40	148	7.23	55	2.57	1,083	53.05	327	15.97
Langley Research Center	2,006	1,411	70.32	595	29.68	39	1.94	13	0.64	1,172	58.37	439	21.81
Marshall Flight Center	2,619	1,717	65.54	902	34.46	33	1.26	7	0.27	1,698	64.50	680	25.50
Stennis Space Center	266	181	67.67	85	32.33	7	2.63	4	1.46	155	58.27	85	31.73
Transportation, Department of													
Second Level Reporting Components													
Federal Aviation Administration	48,066	33,791	70.30	14,275	29.70	2,965	6.16	585	1.24	27,872	58.21	13,408	27.90
Federal Highway Administration	2,851	1,803	63.24	1,048	36.76	108	3.79	44	1.54	1,432	50.23	484	17.19
Treasury, Department of the													
Second Level Reporting Components													
Bureau of Engraving and Printing	2,297	1,685	73.36	612	26.64	90	3.92	38	1.68	917	39.92	161	7.01
Bureau of Public Debt	1,919	659	34.34	1,260	65.66	11	0.57	13	0.68	601	31.32	1,176	61.28
Financial Management Service	2,187	811	37.14	1,376	62.86	47	2.15	52	2.43	459	20.94	470	21.49
Internal Revenue Service	32,609	32,084	98.11	525	1.89	2,378	7.32	5,422	16.59	23,084	70.47	34,388	105.21
Office of the Comptroller of the Currency	2,779	1,492	53.69	1,287	46.31	66	2.37	79	2.81	1,196	43.04	843	30.33
Office of Thrift Supervision	901	794	88.12	107	11.88	14	1.55	18	1.99	409	45.39	183	20.22
U.S. Mint	2,023	1,402	69.30	621	30.70	128	6.33	62	3.06	847	41.87	254	12.57

Table A-1b
FY 2005 DEPARTMENT OR AGENCY WITH SELECTIVE SECOND LEVEL REPORTING COMPONENTS *

AGENCY	TOTAL ALL	TOTAL				HISPANIC				WHITE				BLACK				ASIAN AMERICAN / PACIFIC ISLANDER				AMERICAN INDIAN / ALASKAN NATIVES			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
U.S. Postal Service																									
Second Level Reporting Components																									
Headquarters	10,612	5,207	58.49	4,405	41.51	568	5.27	217	2.04	4,454	41.97	2,470	23.28	960	9.05	1,377	12.98	397	3.74	321	3.02	28	0.26	20	0.19
Capital Metro	32,640	19,531	59.84	13,107	40.16	418	1.28	207	0.63	8,270	25.34	4,864	14.90	8,893	27.25	6,848	20.98	1,897	5.81	1,151	3.53	55	0.17	37	0.11
Eastern Area	106,363	66,201	62.15	40,262	37.85	913	0.86	450	0.42	52,832	49.67	29,409	27.65	11,386	10.70	9,711	9.13	761	0.72	329	0.30	209	0.20	161	0.15
Great Lakes Area	90,610	49,287	54.39	41,323	45.61	1,460	1.61	903	1.00	34,488	38.06	24,304	26.82	11,533	12.73	14,715	16.24	1,628	1.80	1,253	1.38	178	0.20	148	0.16
New York Metro Area	67,852	44,618	65.78	23,234	34.22	7,273	10.72	3,142	4.63	23,320	34.38	7,618	11.23	8,638	12.73	9,298	13.71	5,221	7.70	3,036	4.48	166	0.24	120	0.18
Northwest Area	56,685	27,666	48.83	29,019	51.17	222	0.39	323	0.57	34,633	61.10	16,984	29.96	1,534	2.71	1,214	2.12	615	1.08	389	0.69	180	0.32	69	0.12
Pacific Area	96,027	59,618	62.08	36,411	37.92	11,457	11.93	6,825	7.11	21,842	22.75	13,651	14.22	7,318	7.62	6,461	6.73	18,643	19.41	9,091	9.47	356	0.37	363	0.38
Southeast Area	30,354	18,368	60.38	11,986	39.62	3,981	13.11	1,863	6.14	29,596	97.89	20,238	66.24	13,580	44.42	11,241	36.73	976	3.21	567	1.86	125	0.41	134	0.44
Southwest Area	69,417	41,912	60.38	27,505	39.62	7,923	11.41	3,093	4.46	21,684	31.24	14,290	20.59	10,463	15.07	8,748	12.60	1,424	2.05	982	1.41	419	0.60	399	0.58
Western Area	89,439	55,558	62.12	33,881	37.88	2,592	2.90	1,247	1.39	46,085	51.53	28,058	31.37	3,325	3.73	1,848	2.07	3,332	3.73	2,271	2.54	424	0.47	457	0.51
Veterans Affairs, Department of																									
Second Level Reporting Components																									
Veterans Health Administration	216,722	115,152	53.13	101,570	46.87	7,199	3.32	7,835	3.61	54,698	25.24	78,462	36.20	19,425	8.96	31,690	14.62	6,067	2.80	9,483	4.38	763	0.35	1,112	0.51
Veterans Benefits Administration	12,712	6,105	48.03	6,607	51.97	380	2.99	359	2.82	4,209	33.11	3,988	31.37	1,272	10.01	1,999	15.79	179	1.41	173	1.38	65	0.51	10	0.08
National Cemetery Administration	1,609	7,263	78.50	346	21.50	137	8.51	28	1.74	824	51.31	215	13.34	227	14.73	97	6.06	48	2.98	3	0.36	11	1.04	8	0.73

*Includes data for only those agencies reported by CPOF. Does not include data for AAPES, TVA, or intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN

	2000 CIVILIAN LABOR WORK FORCE	SENIOR PAY LEVEL POSITIONS (SPL)										
	%	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2005
TOTAL WORK FORCE		2,532,507	2,475,761	2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903		2,610,920
% of SPL Employees		0.60	0.62	0.63	0.65	0.68	0.69	0.55	0.76	0.73		0.74
SLP Work Force *		15,135	15,381	15,633	15,972	16,675	16,918	13,508	18,472	19,117		19,268
% OF MEN	53.20	79.66	78.83	77.81	76.56	75.58	75.88	75.28	74.78	74.25	73.72	14,205
% OF WOMEN	46.80	20.34	21.17	22.19	23.44	24.42	24.12	24.72	25.22	25.75	26.28	5,063
HISPANICS (%)	10.70	2.50	2.68	2.92	3.06	3.30	3.07	3.33	3.42	3.43	3.54	683
% OF MEN	6.20	1.85	1.97	2.12	2.20	2.33	2.30	2.43	2.50	2.47	2.57	496
% OF WOMEN	4.50	0.65	0.71	0.79	0.86	0.97	0.77	0.90	0.93	0.96	0.97	187
WHITES (%)	72.70	88.66	88.18	87.59	87.11	86.57	86.88	86.42	86.09	86.09	85.66	16,505
% OF MEN	39.00	71.77	70.70	69.32	67.99	66.67	67.02	66.09	65.41	65.05	64.38	12,404
% OF WOMEN	33.70	16.89	17.48	18.27	19.11	19.90	19.87	20.33	20.68	21.02	21.28	4,101
BLACKS (%)	10.60	6.44	6.53	6.70	6.93	7.11	6.76	6.77	6.79	6.50	6.62	1,275
% OF MEN	4.80	4.30	4.23	4.28	4.26	4.38	4.18	4.21	4.16	3.80	3.78	728
% OF WOMEN	5.80	2.14	2.31	2.42	2.67	2.73	2.58	2.56	2.63	2.70	2.84	547
ASIAN AMERICAN/ PACIFIC ISLANDERS(%)	4.00	1.80	1.98	2.10	2.14	2.25	2.49	2.70	2.96	3.18	3.39	654
% OF MEN	2.10	1.30	1.48	1.58	1.57	1.66	1.82	2.00	2.18	2.33	2.43	469
% OF WOMEN	1.90	0.51	0.49	0.52	0.58	0.59	0.67	0.71	0.77	0.85	0.96	185
AMERICAN INDIAN/ ALASKAN NATIVES (%)	1.00	0.59	0.63	0.69	0.76	0.77	0.80	0.79	0.75	0.81	0.78	151
% OF MEN	0.50	0.44	0.45	0.51	0.53	0.55	0.56	0.56	0.54	0.59	0.56	108
% OF WOMEN	0.50	0.15	0.18	0.19	0.23	0.23	0.24	0.23	0.21	0.21	0.22	43
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	0.41	0.44	0.41	0.41	0.41	0.35	0.35	0.35	0.44	0.46	88

* Includes data for those agencies which are provided by CPDF. Does not include data for AAFES, TVA AND USPS or intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander"

was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

Table A-2

TABLE A-2a
TEN YEAR TREND - SENIOR PAY LEVEL GOVERNMENT WIDE EMPLOYMENT OF WORKERS *

	1996		1997		1998		1999		2000		2001		2002		2003		2004		2005	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SPL WORK FORCE	15,135		15,381		15,633		15,972		16,675		16,918		17,943		18,472		19,117		19,268	
MEN	12,056	79.66	12,124	78.83	12,164	77.81	12,228	76.56	12,603	75.58	12,837	75.88	13,508	75.28	13,814	74.78	14,196	74.25	14,205	73.72
WOMEN	3,079	20.34	3,257	21.17	3,469	22.19	3,744	23.44	4,072	24.42	4,081	24.12	4,435	24.72	4,658	25.22	4,921	25.75	5,063	26.28
HISPANICS	379	2.50	412	2.68	456	2.92	489	3.06	550	3.30	519	3.07	597	3.33	632	3.42	656	3.43	683	3.54
MEN	280	1.85	303	1.97	332	2.12	352	2.20	388	2.33	389	2.30	436	2.43	461	2.50	472	2.47	496	2.57
WOMEN	99	0.65	109	0.71	124	0.79	137	0.86	162	0.97	130	0.77	161	0.90	171	0.93	184	0.96	187	0.97
WHITES	13,419	88.66	13,563	88.18	13,693	87.59	13,913	87.11	14,436	86.57	14,699	86.88	15,506	86.42	15,902	86.09	16,457	86.09	16,505	85.66
MEN	10,863	71.77	10,874	70.70	10,837	69.32	10,860	67.99	11,117	66.67	11,338	67.02	11,859	66.09	12,082	65.41	12,439	65.05	12,404	64.38
WOMEN	2,556	16.89	2,689	17.48	2,856	18.27	3,053	19.11	3,319	19.90	3,361	19.87	3,647	20.33	3,820	20.68	4,018	21.02	4,101	21.28
BLACKS	975	6.44	1,005	6.53	1,048	6.70	1,107	6.93	1,185	7.11	1,143	6.76	1,214	6.77	1,254	6.79	1,243	6.50	1,275	6.62
MEN	651	4.30	650	4.23	669	4.28	681	4.26	730	4.38	707	4.18	755	4.21	769	4.16	727	3.80	728	3.78
WOMEN	324	2.14	355	2.31	379	2.42	426	2.67	455	2.73	436	2.58	459	2.56	485	2.63	516	2.70	547	2.84
ASIAN AMERICAN/ PACIFIC ISLANDERS	273	1.80	304	1.98	328	2.10	342	2.14	375	2.25	422	2.49	485	2.70	546	2.96	607	3.18	654	3.39
MEN	196	1.30	228	1.48	247	1.58	250	1.57	277	1.66	308	1.82	358	2.00	403	2.18	445	2.33	469	2.43
WOMEN	77	0.51	76	0.49	81	0.52	92	0.58	98	0.59	114	0.67	127	0.71	143	0.77	162	0.85	185	0.96
AMERICAN INDIAN/ ALASKAN NATIVES	89	0.59	97	0.63	108	0.69	121	0.76	129	0.77	135	0.80	141	0.79	138	0.75	154	0.81	151	0.78
MEN	66	0.44	69	0.45	79	0.51	85	0.53	91	0.55	95	0.56	100	0.56	99	0.54	113	0.59	108	0.56
WOMEN	23	0.15	28	0.18	29	0.19	36	0.23	38	0.23	40	0.24	41	0.23	39	0.21	41	0.21	43	0.22
INDIVIDUALS WITH TARGETED DISABILITIES	62	0.41	67	0.44	64	0.41	65	0.41	69	0.41	60	0.35	62	0.35	64	0.35	84	0.44	88	0.46

*Includes data for only those agencies reported by CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-2a

**TABLE A-2b
FY 2005 SENIOR PAY PARTICIPATION BY AGENCY ***

AGENCY	TOTAL					HISPANICS				WHITES				BLACKS				ASIAN AMERICAN/ PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
ADVISORY COUNCIL ON HISTORIC PRESERVATION	1	1	100	0	0.00	0	0.00	0	0.00	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00
AFRICAN DEVELOPMENT FOUNDATION	1	1	100	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
AGENCY FOR INTERNATIONAL DEVELOPMENT	172	129	75.00	43	25.00	6	3.49	1	0.58	107	62.21	32	18.60	12	6.98	7	4.07	4	2.33	3	1.74	0	0.00	0	0.00
AGRICULTURE, DEPARTMENT OF	467	354	75.80	113	24.20	11	2.36	4	0.86	294	62.96	89	19.06	33	7.07	14	3.00	13	2.78	5	1.07	3	0.64	1	0.21
THE AMERICAN BATTLE MONUMENTS COMMISSION	2	2	100	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ANTITRUST MODERNIZATION COMMISSION	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
APPALACHIAN REGIONAL COMMISSION	2	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCHITECTURAL & TRANSPORTATION BARRIER COMPLIANCE BOARD	16	13	81.25	3	18.75	1	6.25	0	0.00	12	75.00	3	18.75	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARCTIC RESEARCH COMMISSION	8	5	62.50	3	37.50	0	0.00	0	0.00	5	62.50	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ARMED FORCES RETIREMENT HOME	7	5	71.43	2	28.57	0	0.00	0	0.00	5	71.43	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BARRY GOLDWATER SCHOOL & EXCELLENCE IN EDUCATION FOUNDATION	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
BROADCASTING BOARD OF GOVERNORS	20	15	75.00	5	25.00	1	5.00	0	0.00	14	70.00	4	20.00	0	0.00	0	0.00	0	0.00	1	5.00	0	0.00	0	0.00
CHEMICAL SAFETY/HAZARD INVESTIGATION BOARD	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CHINA ECONOMIC & SECURITY REVIEW COMMISSION	13	11	84.62	2	15.38	0	0.00	11	84.62	2	15.38	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMERCE, DEPARTMENT OF	527	398	75.52	129	24.48	9	1.71	1	0.19	346	65.65	105	19.92	24	4.55	14	2.66	18	3.42	9	1.71	1	0.19	0	0.00
COMMISSION FOR PRESIDENT OF AMERICA'S HERITAGE ABOARD	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMISSION ON CIVIL RIGHTS	9	5	55.56	4	44.44	0	0.00	1	11.11	1	11.11	1	11.11	3	33.33	2	22.22	1	11.11	0	0.00	0	0.00	0	0.00
COMMISSION ON FINE ARTS	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	2	2	100	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMISSION ON REVIEW OF OVERSEAS MILITARY STRUCTURE	6	6	100	0	0.00	0	0.00	0	0.00	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERE DISABLED	5	5	100	0	0.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COMMODITY FUTURES TRADING COMMISSION	35	27	77.14	8	22.86	0	0.00	0	0.00	27	77.14	7	20.00	0	0.00	1	2.86	0	0.00	0	0.00	0	0.00	0	0.00
CONSUMER PRODUCT SAFETY COMMISSION	15	11	73.33	4	26.67	0	0.00	0	0.00	9	60.00	4	26.67	1	6.67	0	0.00	0	0.00	0	0.00	1	6.67	0	0.00
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	20	8	40.00	12	60.00	1	5.00	0	0.00	7	35.00	1	5.00	0	0.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL OF ECONOMIC ADVISERS	3	3	100	0	0.00	0	0.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COUNCIL ON ENVIRONMENTAL QUALITY AND OFFICE OF ENVIRONMENTAL QUALITY	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	12	6	50.00	6	50.00	0	0.00	0	0.00	2	16.67	2	16.67	4	33.33	4	33.33	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE, SUMMARY **	2,069	1,719	83.08	350	16.92	28	1.35	4	0.19	1,581	76.41	310	14.98	28	1.35	22	1.06	67	3.24	12	0.58	12	0.58	2	0.10
AIR FORCE, DEPARTMENT OF	262	226	86.26	36	13.74	3	1.15	0	0.00	207	79.01	34	12.98	4	1.53	1	0.38	10	3.82	0	0.00	2	0.76	1	0.38
ARMY, DEPARTMENT OF	409	343	83.86	66	16.14	5	1.22	1	0.24	312	76.28	61	14.91	10	2.44	4	0.98	14	3.42	0	0.00	2	0.49	0	0.00
DEFENSE COMMISSARY AGENCY	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT AUDIT AGENCY	15	11	73.33	4	26.67	1	6.67	0	0.00	10	66.67	3	20.00	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE CONTRACT MANAGEMENT AGENCY	8	5	62.50	3	37.50	0	0.00	0	0.00	5	62.50	2	25.00	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE EDUCATION ACTIVITY	22	11	50.00	11	50.00	1	4.55	1	4.55	9	40.91	10	45.45	0	0.00	0	0.00	0	0.00	0	0.00	1	4.55	0	0.00
DEFENSE FINANCE AND ACCOUNTING SERVICE	24	16	66.67	8	33.33	0	0.00	0	0.00	15	62.50	5	20.83	1	4.17	1	4.17	0	0.00	2	8.33	0	0.00	0	0.00
DEFENSE HUMAN RESOURCE ACTIVITY	13	6	46.15	7	53.85	0	0.00	0	0.00	6	46.15	7	53.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE INFORMATION SYSTEMS AGENCY	28	21	75.00	7	25.00	1	3.57	0	0.00	20	71.43	5	17.86	0	0.00	2	7.14	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE INSPECTOR GENERAL, OFFICE OF THE	19	15	78.95	4	21.05	1	5.26	0	0.00	13	68.42	1	5.26	0	0.00	2	10.53	1	5.26	1	5.26	0	0.00	0	0.00
DEFENSE LOGISTICS AGENCY	50	39	78.00	11	22.00	0	0.00	0	0.00	37	74.00	10	20.00	2	4.00	1	2.00	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE OFFICE OF SECRETARY	451	366	81.15	85	18.85	6	1.33	0	0.00	345	76.50	75	16.63	5	1.11	4	0.89	7	1.55	6	1.33	3	0.67	0	0.00
DEFENSE SECURITY SERVICE	3	1	33.33	2	66.67	0	0.00	0	0.00	1	33.33	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
DEFENSE THREAT REDUCTION AGENCY	13	11	84.62	2	15.38	0	0.00	0	0.00	11	84.62	1	7.69	0	0.00	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00

TABLE A-2b
FY 2005 SENIOR PAY PARTICIPATION BY AGENCY *

AGENCY	TOTAL					HISPANICS				WHITES				BLACKS				ASIAN AMERICAN/ PACIFIC ISLANDERS				AMERICAN INDIAN / ALASKAN NATIVES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
NAVY, DEPARTMENT OF	747	644	86.21	103	13.79	10	0.00	2	0.00	586	0.00	94	0.00	9	0.00	4	0.00	35	0.00	2	0.00	4	0.00	1	0.00
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	35	35	100	0	0.00	1	0.00	0	0.00	33	0.00	0	0.00	0	0.00	0	0.00	1	0.00	0	0.00	0	0.00	0	0.00
EDUCATION, DEPARTMENT OF	165	101	61.21	64	38.79	2	1.21	0	0.00	84	50.91	53	32.12	12	7.27	7	4.24	3	1.82	3	1.82	0	0.00	1	0.61
ELECTION ASSISTANCE COMMISSION	5	3	60.00	2	40.00	0	0.00	0	0.00	3	60.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ENERGY, DEPARTMENT OF	582	470	80.76	112	19.24	18	3.09	10	1.72	417	71.65	87	14.95	17	2.92	9	1.55	13	2.23	4	0.69	5	0.86	2	0.34
ENVIRONMENTAL PROTECTION AGENCY	331	217	65.56	114	34.44	12	3.63	3	0.91	186	56.19	95	28.70	14	4.23	12	3.63	5	1.51	4	1.21	0	0.00	0	0.00
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	35	19	54.29	16	45.71	2	5.71	4	11.43	10	28.57	5	14.29	6	17.14	6	17.14	1	2.86	1	2.86	0	0.00	0	0.00
EXPORT-IMPORT BANK OF THE UNITED STATES	27	21	77.78	6	22.22	0	0.00	0	0.00	19	70.37	5	18.52	2	7.41	1	3.70	0	0.00	0	0.00	0	0.00	0	0.00
FARM CREDIT ADMINISTRATION	17	14	82.35	3	17.65	0	0.00	0	0.00	14	82.35	3	17.65	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FARM CREDIT SYSTEM INSURANCE CORPORATION	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL COMMUNICATIONS COMMISSION	46	34	73.91	12	26.09	1	2.17	1	2.17	31	67.39	10	21.74	2	4.35	0	0.00	0	0.00	1	2.17	0	0.00	0	0.00
FEDERAL DEPOSIT INSURANCE CORPORATION	92	71	77.17	21	22.83	2	2.17	1	1.09	59	64.13	16	17.39	8	8.70	4	4.35	1	1.09	0	0.00	1	1.09	0	0.00
FEDERAL ELECTION COMMISSION	15	11	73.33	4	26.67	0	0.00	0	0.00	11	73.33	3	20.00	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL FINANCIAL INST. EXAM. COUNCIL	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL HOUSING FINANCE BOARD	16	14	87.50	2	12.50	1	6.25	1	6.25	11	68.75	1	6.25	2	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL LABOR RELATIONS AUTHORITY	25	16	64.00	9	36.00	1	4.00	0	0.00	14	56.00	7	28.00	1	4.00	1	4.00	0	0.00	0	0.00	0	0.00	1	4.00
FEDERAL MARITIME COMMISSION	13	9	69.23	4	30.77	0	0.00	0	0.00	8	61.54	3	23.08	1	7.69	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00
FEDERAL MEDIATION AND CONCILIATION SERVICE	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	15	13	86.67	2	13.33	0	0.00	0	0.00	13	86.67	1	6.67	0	0.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	13	9	69.23	4	30.77	0	0.00	0	0.00	9	69.23	4	30.77	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
FEDERAL TRADE COMMISSION	40	27	67.50	13	32.50	0	0.00	0	0.00	26	65.00	12	30.00	1	2.50	1	2.50	0	0.00	0	0.00	0	0.00	0	0.00
GENERAL SERVICES ADMINISTRATION	108	76	70.37	32	29.63	2	1.85	1	0.93	69	63.89	27	25.00	4	3.70	4	3.70	1	0.93	0	0.00	0	0.00	0	0.00
GOVERNMENT PRINTING OFFICE	29	24	82.76	5	17.24	0	0.00	0	0.00	23	79.31	3	10.34	1	3.45	2	6.90	0	0.00	0	0.00	0	0.00	0	0.00
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HEALTH AND HUMAN SERVICES, DEPARTMENT OF	2,280	1,610	70.61	670	29.39	43	1.89	14	0.61	1,357	59.52	540	23.68	60	2.63	52	2.28	133	5.83	57	2.50	17	0.75	7	0.31
HELP ENHANCE LIVELIHOOD OF PEOPLE COMMISSION	2	1	50.00	1	50.00	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
US HOLOCAUST MEMORIAL MUSEUM	8	5	62.50	3	37.50	0	0.00	0	0.00	5	62.50	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
HOMELAND SECURITY, DEPARTMENT OF	483	379	78.47	104	21.53	24	4.97	3	0.62	326	67.49	88	18.22	18	3.73	9	1.86	9	1.86	4	0.83	2	0.41	0	0.00
HOUSING AND URBAN DEVELOPMENT, DEPT. OF	227	147	64.76	80	35.24	7	3.08	5	2.20	112	49.34	49	21.59	21	9.25	24	10.57	6	2.64	2	0.88	1	0.44	0	0.00
INSTITUTE OF MUSEUM AND LIBRARY SERVICE	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTITUTE OF PEACE, US	28	17	60.71	11	39.29	0	0.00	0	0.00	17	60.71	10	35.71	0	0.00	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00
INTERAGENCY COUNCIL ON THE HOMELESS	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTER-AMERICAN FOUNDATION	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERIOR, DEPARTMENT OF	368	265	72.01	103	27.99	5	1.36	6	1.63	213	57.88	81	22.01	11	2.99	10	2.72	7	1.90	0	0.00	29	7.88	6	1.63
INTERNATIONAL BOUNDARY & WATER COMMISSION: US/MEXICO	1	1	100	0	0.00	1	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
INTERNATIONAL JOINT COMMISSION: US/CANADA	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INTERNATIONAL TRADE COMMISSION	19	12	63.16	7	36.84	0	0.00	0	0.00	12	63.16	7	36.84	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAPAN-UNITED STATES FRIENDSHIP COMMISSION	1	1	100	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JAMES MADISON MEMORIAL FELLOWSHIP FOUND	2	2	100	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
JUSTICE, DEPARTMENT OF	4,314	3,018	69.96	1,296	30.04	143	3.31	75	1.74	2,639	61.17	1,049	24.32	166	3.85	136	3.15	60	1.39	27	0.63	10	0.23	9	0.21
LABOR, DEPARTMENT OF	245	169	68.98	76	31.02	6	2.45	5	2.04	149	60.82	54	22.04	10	4.08	12	4.90	3	1.22	5	2.04	1	0.41	0	0.00
MARINE MAMMAL COMMISSION	4	3	75.00	1	25.00	0	0.00	0	0.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MEDICARE PAYMENT ADVISORY COMMISSION	27	17	62.96	10	37.04	0	0.00	0	0.00	17	62.96	10	37.04	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MERIT SYSTEMS PROTECTION BOARD	16	5	31.25	11	68.75	0	0.00	0	0.00	5	31.25	6	37.50	0	0.00	4	25.00	0	0.00	1	6.25	0	0.00	0	0.00
MILLENNIUM CHALLENGE CORPORATION	19	14	73.68	5	26.32	0	0.00	0	0.00	14	73.68	5	26.32	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
MORRIS K. UDALL SCHOLARSHIP FOUNDATION	3	1	33.33	2	66.67	0	0.00	0	0.00	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

TABLE A-2b (2)

TABLE A-2b
FY 2005 SENIOR PAY PARTICIPATION BY AGENCY *

AGENCY	TOTAL					HISPANICS				WHITES				BLACKS				ASIAN AMERICAN/ PACIFIC ISLANDERS				AMERICAN INDIAN/ ALASKAN NATIVES			
	ALL	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	576	464	80.56	112	19.44	16	2.78	3	0.52	400	69.44	89	15.45	20	3.47	13	2.60	25	4.34	4	0.69	3	0.52	1	0.17
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	26	20	76.92	6	23.08	0	0.00	0	0.00	19	73.08	6	23.08	0	0.00	0	0.00	1	3.85	0	0.00	0	0.00	0	0.00
NATIONAL CAPITAL PLANNING COMMISSION	8	6	75.00	2	25.00	1	12.50	0	0.00	3	37.50	2	25.00	1	12.50	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00
NATIONAL COUNCIL ON DISABILITY	14	6	42.86	8	57.14	0	0.00	0	0.00	6	42.86	5	35.71	0	0.00	3	21.43	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL COMMITTEE OF LIBRARIES AND INFORMATION SCIENCE	2	0	0.00	2	100	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL CREDIT UNION ADMINISTRATION	36	26	72.22	10	27.78	0	0.00	0	0.00	23	63.89	9	25.00	2	5.56	1	2.78	1	2.78	0	0.00	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE ARTS	7	5	71.43	2	28.57	1	14.29	0	0.00	4	57.14	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL ENDOWMENT FOR THE HUMANITIES	9	4	44.44	5	55.56	0	0.00	0	0.00	4	44.44	4	44.44	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL GALLERY OF THE ARTS	23	12	52.17	11	47.83	0	0.00	0	0.00	11	47.83	10	43.48	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL LABOR RELATIONS BOARD	113	89	78.76	24	21.24	3	2.65	3	2.65	81	71.68	17	15.04	5	4.42	4	3.54	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL MEDIATION BOARD	4	2	50.00	2	50.00	0	0.00	0	0.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL SCIENCE FOUNDATION	345	217	62.90	128	37.10	10	2.90	4	1.16	177	51.30	106	30.72	9	2.61	11	3.19	20	5.80	7	2.03	1	0.29	0	0.00
NATIONAL SECURITY COUNCIL	14	9	64.29	5	35.71	1	7.14	0	0.00	8	57.14	4	28.57	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00
NATIONAL TRANSPORTATION SAFETY BOARD	25	19	76.00	6	24.00	0	0.00	0	0.00	18	72.00	6	24.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NAVAJO AND HOPKI INDIAN RELOCATION, OFFICE OF	2	2	100	0	0.00	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NUCLEAR REGULATORY COMMISSION	238	200	84.03	38	15.97	4	1.68	0	0.00	175	73.53	35	14.71	8	3.36	1	0.42	12	5.04	2	0.84	1	0.42	0	0.00
NUCLEAR WASTE TECHNICAL REVIEW BOARD	19	16	84.21	3	15.79	0	0.00	0	0.00	15	78.95	2	10.53	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00
OCCUPATIONAL SAFETY & HEALTH REVIEW COMMISSION	16	12	75.00	4	25.00	1	6.25	0	0.00	11	68.75	1	6.25	0	0.00	3	18.75	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF ADMINISTRATION	3	2	66.67	1	33.33	1	33.33	0	0.00	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF GOVERNMENT ETHICS	5	3	60.00	2	40.00	0	0.00	0	0.00	3	60.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF MANAGEMENT AND BUDGET	76	53	69.74	23	30.26	1	1.32	2	2.63	50	65.79	20	26.32	2	2.63	0	0.00	0	0.00	1	1.32	0	0.00	0	0.00
OFFICE OF NATIONAL DRUG CONTROL POLICY	17	14	82.35	3	17.65	0	0.00	0	0.00	14	82.35	3	17.65	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF PERSONNEL MANAGEMENT	65	44	67.69	21	32.31	2	3.08	4	6.15	38	58.46	15	23.08	3	4.62	2	3.08	1	1.54	0	0.00	0	0.00	0	0.00
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	6	4	66.67	2	33.33	0	0.00	0	0.00	4	66.67	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF SPECIAL COUNSEL	5	4	80.00	1	20.00	0	0.00	0	0.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OFFICE OF THE U.S. TRADE REPRESENTATIVE	24	13	54.17	11	45.83	0	0.00	1	4.17	13	54.17	9	37.50	0	0.00	1	4.17	0	0.00	0	0.00	0	0.00	0	0.00
OVERSEAS PRIVATE INVESTMENT CORPORATION	27	20	74.07	7	25.93	0	0.00	0	0.00	18	66.67	7	25.93	1	3.70	0	0.00	1	3.70	0	0.00	0	0.00	0	0.00
PEACE CORPS	18	13	72.22	5	27.78	1	5.56	0	0.00	9	50.00	5	27.78	2	11.11	0	0.00	1	5.56	0	0.00	0	0.00	0	0.00
PENSION BENEFIT GUARANTY CORPORATION	27	21	77.78	6	22.22	0	0.00	0	0.00	19	70.37	5	18.52	2	7.41	1	3.70	0	0.00	0	0.00	0	0.00	0	0.00
PRESIDIO TRUST	23	16	69.57	7	30.43	0	0.00	0	0.00	15	65.22	7	30.43	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00
RAILROAD RETIREMENT BOARD	14	10	71.43	4	28.57	0	0.00	0	0.00	10	71.43	3	21.43	0	0.00	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00
SECURITIES AND EXCHANGE COMMISSION	102	68	66.67	34	33.33	3	2.94	0	0.00	62	60.78	32	31.37	2	1.96	2	1.96	1	0.98	0	0.00	0	0.00	0	0.00
SELECTIVE SERVICE SYSTEM	2	2	100	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
SMALL BUSINESS ADMINISTRATION	69	51	73.91	18	26.09	7	10.14	1	1.45	36	52.17	12	17.39	8	11.59	5	7.25	0	0.00	0	0.00	0	0.00	0	0.00
SMITHSONIAN INSTITUTION	119	83	69.75	36	30.25	1	0.84	1	0.84	78	65.55	32	26.89	2	1.68	2	1.68	2	1.68	1	0.84	0	0.00	0	0.00
SOCIAL SECURITY ADMINISTRATION	1,370	1,120	81.75	250	18.25	50	3.65	12	0.88	997	72.77	195	14.23	54	3.94	36	2.63	7	0.51	1	0.07	12	0.88	6	0.44
STATE, DEPARTMENT OF	1,163	853	73.34	310	26.66	27	2.32	6	0.52	753	64.75	253	21.75	52	4.47	36	3.10	18	1.55	14	1.20	3	0.26	1	0.09
TRADE AND DEVELOPMENT AGENCY	5	2	40.00	3	60.00	0	0.00	0	0.00	2	40.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TRANSPORTATION, DEPARTMENT OF	448	321	71.65	127	28.35	11	2.46	6	1.34	275	61.38	96	21.43	21	4.69	20	4.46	14	3.13	4	0.89	0	0.00	1	0.22
TREASURY, DEPARTMENT OF	562	394	70.11	168	29.89	9	1.60	3	0.53	332	59.07	139	24.73	45	8.01	19	3.38	8	1.42	4	0.71	0	0.00	3	0.53
US TAX COURT	10	9	90.00	1	10.00	0	0.00	0	0.00	8	80.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
UTAH RECL. MITIGATION & CONS. COMMISSION																									
VALLES CALDERA TRUST	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VETERANS AFFAIRS, DEPARTMENT OF	508	351	69.09	157	30.91	14	2.76	1	0.20	312	61.42	132	25.98	15	2.95	17	3.35	6	1.18	5	0.98	4	0.79	2	0.39
VIETNAM EDUCATION FOUNDATION	6	4	66.67	2	33.33	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	3	50.00	2	33.33	0	0.00	0	0.00
GOVERNMENT WIDE	19,268	14,205	73.72	5,063	26.28	496	2.57	187	0.971	12,404	64.38	4,101	21.28	728	3.778	547	2.839	469	2.434	185	0.96	108	0.561	43	0.223

*INCLUDE DATA FOR ONLY THOSE AGENCIES REPORTED BY CPDF. DOES NOT INCLUDE DATA FOR AAFES, TVA, USPS, OR INTELLIGENCE GATHERING AGENCIES. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

** Defense summary consists of data for those agencies shown in this table.

TABLE A-3
Government Wide Employment of Workers in
GENERAL SCHEDULE AND RELATED (GSR) PAY SYSTEMS

	2000 CIVILIAN LABOR WORK %	FEDERAL GS and RELATED WORK FORCE										
		1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2005
TOTAL WORK FORCE		2,532,507	2,475,761	2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903		2,610,920
% of GSR Employees		51.06	51.27	50.42	50.33	50.88	51.88	52.21	52.93	49.70		54.60
GSR WORK FORCE*		1,293,151	1,269,435	1,249,935	1,239,323	1,242,737	1,268,656	1,284,048	1,285,322	1,295,555		1,425,499
% OF MEN	53.20	52.43	52.26	52.18	52.07	51.91	51.71	51.33	50.95	50.61	51.10	728,508
% OF WOMEN	46.80	47.57	47.74	47.82	47.93	48.09	48.29	48.67	49.05	49.39	48.90	696,991
HISPANICS (%)	10.70	6.06	6.27	6.47	6.61	6.75	6.93	7.06	7.24	7.44	7.36	104,976
% OF MEN	6.20	3.01	3.14	3.26	3.33	3.41	3.52	3.63	3.76	3.88	3.89	55,413
% OF WOMEN	4.50	3.05	3.13	3.22	3.28	3.34	3.41	3.43	3.48	3.56	3.48	49,563
WHITES (%)	72.70	69.94	69.64	69.26	68.94	68.60	68.32	68.23	68.11	67.80	68.42	975,313
% OF MEN	39.00	36.52	36.51	36.40	36.35	36.33	36.34	36.54	36.75	36.85	38.39	547,182
% OF WOMEN	33.70	33.43	33.13	32.86	32.59	32.27	31.97	31.69	31.37	30.95	30.03	428,131
BLACKS (%)	10.60	18.14	18.11	18.21	18.28	18.41	18.39	18.17	18.10	18.06	17.35	247,285
% OF MEN	4.80	5.31	5.33	5.38	5.43	5.50	5.52	5.52	5.54	5.60	5.55	79,123
% OF WOMEN	5.80	12.83	12.78	12.82	12.85	12.91	12.86	12.65	12.55	12.47	11.80	168,162
ASIAN AMERICAN/ PACIFIC ISLANDERS(%)	4.00	3.88	3.97	4.01	4.08	4.14	4.24	4.39	4.43	4.60	4.90	69,823
% OF MEN	2.10	1.96	2.00	1.99	2.02	2.04	2.09	2.16	2.19	2.27	2.52	35,954
% OF WOMEN	1.90	1.92	1.98	2.02	2.06	2.10	2.15	2.22	2.23	2.33	2.38	33,869
AMERICAN INDIAN/ ALASKAN NATIVES(%)	1.00	1.97	2.00	2.04	2.08	2.11	2.13	2.16	2.12	2.10	1.97	28,102
% OF MEN	0.50	0.77	0.77	0.79	0.80	0.81	0.82	0.82	0.80	0.80	0.76	10,836
% OF WOMEN	0.50	1.20	1.23	1.26	1.28	1.30	1.31	1.34	1.31	1.30	1.21	17,266

*The remainder of the figures in this table include data for only those agencies reported by CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

Table A-3

TABLE A-3a
FY 2005 DISTRIBUTION ACROSS GRADE RANGES-GENERAL SCHEDULE AND RELATED (GSR)*

GENERAL SCHEDULE AND RELATED	FY	TOTAL					HISPANICS					WHITES					BLACKS					ASIAN AMERICAN/ PACIFIC ISLANDERS					AMERICAN INDIAN / ALASKAN NATIVES				
		ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GSR 1-6	2001	313,031	32.02	100,242	32.02	212,787	67.98	9,852	3.13	16,444	5.25	62,415	19.94	118,058	37.71	20,303	6.49	60,383	19.29	4,622	1.48	9,539	3.05	3,050	0.97	8,363	2.67				
	2002	302,510	33.46	101,208	33.46	201,302	66.54	10,322	3.41	15,586	5.15	63,133	20.87	111,307	36.79	19,951	6.60	56,309	18.61	4,804	1.59	9,657	3.19	2,998	0.99	8,443	2.79				
	2003	289,472	34.25	99,141	34.25	190,331	65.74	10,084	3.48	14,867	5.14	62,458	21.58	105,037	36.29	19,235	6.65	53,204	18.38	4,590	1.59	9,108	3.15	2,797	0.97	8,042	2.78				
	2004	277,373	34.05	94,443	34.05	182,930	65.95	9,366	3.38	14,477	5.22	59,217	21.35	99,912	36.02	18,656	6.73	51,533	18.58	4,484	1.62	9,202	3.32	2,717	0.98	7,806	2.81				
	2005	267,341	34.01	90,917	34.01	176,424	65.99	9,138	3.42	14,247	5.33	56,577	21.35	96,022	35.89	18,283	6.83	49,641	18.55	4,335	1.62	8,925	3.34	2,654	0.99	7,719	2.89				
GSR 7-11	2001	524,541	44.92	235,645	44.92	288,896	55.08	21,625	4.12	19,775	3.77	171,702	32.73	180,380	34.39	28,856	5.50	71,438	13.62	9,128	1.74	11,072	2.11	4,334	0.83	6,231	1.19				
	2002	531,578	44.93	238,842	44.93	292,736	55.07	22,400	4.21	20,815	3.92	173,263	32.59	181,762	34.19	29,166	5.49	71,969	13.54	9,645	1.81	11,715	2.20	4,368	0.82	6,475	1.22				
	2003	536,608	45.34	243,176	45.34	293,432	54.66	23,969	4.47	21,879	4.08	175,383	32.68	180,853	33.70	29,523	5.50	72,086	13.43	10,039	1.87	12,020	2.24	4,342	0.81	6,494	1.21				
	2004	547,366	46.08	252,224	46.08	295,142	53.92	25,857	4.72	23,064	4.21	180,643	33.00	180,376	32.95	30,602	5.59	72,374	13.22	10,706	1.96	12,728	2.33	4,417	0.81	6,600	1.23				
	2005	552,037	46.74	258,013	46.74	294,024	53.26	26,716	4.84	23,647	4.28	183,807	33.30	178,295	32.30	31,811	5.76	72,459	13.13	11,213	2.03	12,943	2.34	4,466	0.81	6,680	1.21				
GSR 12-13	2001	417,964	62.66	261,896	62.66	156,068	37.34	13,208	3.16	7,599	1.82	212,774	50.91	107,076	25.62	20,331	4.86	32,481	7.77	12,861	3.08	6,963	1.67	2,731	0.65	1,941	0.46				
	2002	426,056	62.01	264,204	62.01	161,852	37.99	13,737	3.22	8,100	1.90	213,614	50.14	110,128	25.85	20,815	4.89	34,155	8.02	13,239	3.11	7,396	1.74	2,779	0.65	2,073	0.49				
	2003	429,986	61.44	264,178	61.44	165,808	38.56	14,004	3.26	8,525	1.98	215,841	50.20	112,099	26.07	21,247	4.94	35,312	8.21	13,307	3.09	7,707	1.79	2,779	0.65	2,165	0.50				
	2004	432,842	60.89	263,545	60.89	169,297	39.11	14,532	3.36	9,052	2.09	210,928	48.73	113,419	26.20	21,568	4.98	36,263	8.38	13,776	3.18	8,328	1.92	2,741	0.63	2,235	0.52				
	2005	438,581	60.51	265,378	60.51	173,203	39.49	14,965	3.41	9,550	2.18	211,537	48.23	115,112	26.25	22,125	5.04	37,357	8.52	14,015	3.20	8,880	2.02	2,736	0.62	2,304	0.53				
GSR 14-15	2001	145,406	71.17	103,485	71.17	41,921	28.83	3,741	2.57	1,508	1.04	88,362	60.77	31,658	21.77	5,569	3.83	6,211	4.27	4,899	3.37	2,117	1.46	914	0.63	427	0.29				
	2002	150,134	70.48	105,815	70.48	44,319	29.52	3,885	2.59	1,625	1.08	89,978	59.93	33,185	22.10	5,832	3.88	6,747	4.49	5,163	3.44	2,302	1.53	957	0.64	460	0.31				
	2003	155,595	69.66	108,385	69.66	47,210	30.34	4,111	2.64	1,773	1.14	91,592	58.87	35,000	22.49	6,158	3.96	7,364	4.75	5,547	3.57	2,578	1.66	977	0.63	495	0.32				
	2004	160,919	68.86	110,807	68.86	50,112	31.14	4,352	2.70	1,965	1.22	93,062	57.83	36,799	22.87	6,442	4.00	7,964	4.95	5,948	3.70	2,865	1.78	1,003	0.62	519	0.32				
	2005	167,340	68.20	114,130	68.20	53,210	31.80	4,594	2.75	2,119	1.27	95,261	56.93	38,702	23.13	6,904	4.13	8,705	5.20	6,391	3.82	3,121	1.87	980	0.59	563	0.34				
TOTAL GS GRADES	2001	1,400,942	50.06	701,268	50.06	699,664	49.94	48,426	3.46	45,326	3.24	535,253	38.21	437,172	31.21	75,061	5.36	170,513	12.17	31,510	2.25	29,691	2.12	11,029	0.79	16,962	1.21				
	2002	1,410,278	50.35	710,069	50.35	700,209	49.65	50,344	3.57	46,126	3.27	539,986	38.29	436,382	30.94	75,764	5.37	169,180	12.00	32,871	2.33	31,070	2.20	11,102	0.79	17,451	1.24				
	2003	1,411,611	50.65	714,980	50.65	696,608	49.35	52,168	3.70	47,044	3.33	545,274	38.63	432,989	30.67	76,163	5.40	167,966	11.90	33,503	2.37	31,413	2.23	10,895	0.77	17,196	1.22				
	2004	1,418,500	50.83	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34	10,878	0.77	17,160	1.21				
	2005	1,425,499	51.11	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,131	30.03	79,123	5.55	168,162	11.80	33,954	2.52	33,869	2.38	10,836	0.76	17,266	1.21				

*Includes data for only those agencies reported by CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

Table A-3a

TABLE A-3b
FY 2005 GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL						HISPANICS				WHITES				BLACKS				ASIAN AMERICAN/ PACIFIC ISLANDERS				AMERICAN INDIAN/ ALASKAN NATIVES			
		ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1	2001	2,510	940	37.45	1,570	62.55	111	4.42	186	7.41	599	20.28	730	29.08	252	10.04	539	21.47	46	1.83	78	3.11	23	0.88	37	1.47	
	2002	2,678	1,019	38.03	1,659	61.95	97	3.62	175	6.53	611	22.82	834	31.14	246	9.19	508	18.97	42	1.57	107	4.00	23	0.86	35	1.31	
	2003	2,753	1,067	38.76	1,686	61.24	94	3.41	170	6.18	637	23.14	829	30.11	236	8.57	527	19.14	81	2.94	138	5.01	19	0.69	22	0.80	
	2004	2,675	996	37.23	1,679	62.77	82	3.07	178	6.65	607	22.69	830	31.03	208	7.78	498	18.62	83	3.10	160	5.98	16	0.60	13	0.49	
	2005	2,826	1,110	39.28	1,716	60.72	107	3.79	171	6.05	643	22.75	833	29.48	234	8.28	522	18.47	109	3.86	169	5.98	17	0.60	21	0.74	
2	2001	6,267	2,315	36.94	3,952	63.06	263	4.20	442	7.05	1,346	21.48	1,918	30.60	516	8.23	1,342	21.41	102	1.63	158	2.52	88	1.40	92	1.47	
	2002	6,026	2,320	38.50	3,706	61.50	264	4.38	411	6.82	1,345	22.32	1,788	29.67	527	8.75	1,257	20.86	105	1.74	131	2.17	79	1.31	119	1.97	
	2003	5,157	2,039	39.54	3,118	60.46	268	5.20	383	7.43	1,216	23.58	1,565	30.35	414	8.03	949	18.40	71	1.38	115	2.23	70	1.36	106	2.06	
	2004	4,580	1,858	40.57	2,722	59.43	221	4.83	300	6.55	1,114	24.32	1,409	30.26	385	8.41	795	17.36	83	1.81	122	2.66	55	1.20	96	2.10	
	2005	4,513	1,741	38.58	2,772	61.42	184	4.08	348	7.71	1,127	24.97	1,500	33.24	300	6.65	694	15.38	83	1.84	133	2.95	47	1.04	97	2.15	
3	2001	27,662	9,822	35.51	17,840	64.49	871	3.15	1,555	5.62	6,484	23.44	9,495	34.33	1,542	5.57	4,667	16.87	539	1.95	1,362	4.92	386	1.40	761	2.75	
	2002	25,302	9,346	36.94	15,956	63.06	861	3.40	1,424	5.63	6,144	24.28	8,424	33.29	1,439	5.69	4,016	15.87	543	2.15	1,424	5.63	359	1.42	668	2.64	
	2003	22,306	8,253	37.00	14,053	63.00	785	3.52	1,289	5.78	5,404	24.23	7,271	32.60	1,298	5.82	3,560	15.96	480	2.15	1,343	6.02	286	1.28	590	2.65	
	2004	21,190	7,775	36.69	13,415	63.31	805	3.80	1,347	6.36	5,010	23.64	6,814	32.16	1,193	5.63	3,470	16.38	488	2.30	1,243	5.87	279	1.32	541	2.55	
	2005	20,462	7,405	36.19	13,057	63.81	742	3.63	1,342	6.56	4,794	23.43	6,671	32.60	1,117	5.46	3,315	16.20	495	2.42	1,200	5.86	252	1.26	529	2.59	
4	2001	65,512	21,317	32.54	44,195	67.46	1,901	2.90	3,450	5.27	13,291	20.29	23,850	36.41	4,441	6.78	12,676	19.35	886	1.35	2,015	3.08	798	1.22	2,204	3.36	
	2002	63,006	21,479	34.09	41,527	65.91	1,884	2.99	3,204	5.09	13,542	21.49	22,496	35.70	4,353	6.91	11,569	18.36	941	1.49	2,083	3.31	759	1.20	2,175	3.45	
	2003	60,386	21,016	34.80	39,370	65.20	1,901	3.15	3,176	5.26	13,508	22.37	21,300	35.27	4,052	6.71	10,886	18.03	849	1.41	1,954	3.24	706	1.17	2,054	3.40	
	2004	57,798	20,238	35.02	37,560	64.98	2,002	3.46	3,043	5.26	12,937	22.38	20,161	34.88	3,795	6.57	10,305	18.18	816	1.41	1,930	3.34	688	1.19	1,921	3.32	
	2005	54,898	19,170	34.92	35,728	65.08	1,902	3.46	2,975	5.42	12,194	22.21	19,002	34.61	3,596	6.55	10,028	18.27	800	1.46	1,828	3.33	678	1.24	1,895	3.45	
5	2001	122,285	39,748	32.50	82,537	67.50	4,347	3.55	6,591	5.39	24,125	19.73	45,457	37.17	8,259	6.75	23,589	19.29	1,901	1.55	3,527	2.88	1,116	0.91	3,373	2.76	
	2002	117,844	40,582	34.44	77,262	65.56	4,829	4.10	6,116	5.19	24,570	20.85	42,473	36.04	8,138	6.91	21,734	18.44	1,946	1.65	3,491	2.96	1,099	0.93	3,448	2.93	
	2003	112,913	40,248	35.65	72,665	64.35	4,683	4.15	5,750	5.09	24,634	21.82	39,816	35.26	7,931	7.02	20,609	18.25	1,939	1.72	3,224	2.86	1,061	0.94	3,266	2.89	
	2004	107,018	37,069	34.64	69,949	65.36	3,842	3.59	5,606	5.24	22,670	21.18	37,735	35.26	7,745	7.24	20,067	18.75	1,785	1.67	3,296	3.08	1,027	0.96	3,245	3.03	
	2005	103,196	35,721	34.61	67,475	65.39	3,778	3.66	5,323	5.16	21,675	21.00	36,382	35.26	7,596	7.36	19,430	18.83	1,653	1.60	3,127	3.03	1,019	0.99	3,213	3.11	
6	2001	88,795	26,102	29.40	62,693	70.60	2,359	2.66	4,220	4.75	16,660	18.76	36,608	41.23	5,295	5.96	17,570	19.79	1,148	1.29	2,399	2.70	640	0.72	1,896	2.14	
	2002	87,654	26,462	30.19	61,192	69.81	2,387	2.72	4,256	4.86	16,921	19.30	35,292	40.26	5,248	5.99	17,225	19.65	1,227	1.40	2,421	2.76	679	0.77	1,998	2.28	
	2003	85,907	26,541	30.90	59,366	69.10	2,353	2.74	4,099	4.77	17,059	19.86	34,256	39.83	5,304	6.17	16,673	19.41	1,170	1.36	2,334	2.72	655	0.76	2,004	2.33	
	2004	84,103	26,503	31.51	57,600	68.49	2,414	2.87	4,003	4.76	16,876	20.07	32,961	39.19	5,329	6.34	16,195	19.26	1,232	1.46	3,296	3.92	652	0.78	1,990	2.37	
	2005	81,646	25,840	31.65	55,806	68.35	2,425	2.97	4,088	5.01	16,144	19.77	31,634	38.75	5,440	6.66	15,652	19.17	1,195	1.46	2,468	3.02	636	0.78	1,964	2.41	
7	2001	137,825	48,420	35.13	89,405	64.87	5,009	3.63	6,342	4.60	32,569	23.63	53,738	38.99	7,767	5.64	24,091	17.48	1,989	1.44	3,325	2.41	1,086	0.79	1,909	1.39	
	2002	139,443	50,221	36.02	89,222	63.98	5,359	3.84	6,548	4.70	33,862	24.28	53,556	38.41	7,740	5.55	23,613	16.93	2,173	1.56	3,476	2.49	1,089	0.78	2,029	1.46	
	2003	140,599	52,381	37.26	88,218	62.74	5,909	4.20	6,860	4.88	35,220	25.05	52,401	37.27	7,862	5.59	23,461	16.69	2,319	1.65	3,488	2.48	1,071	0.76	2,008	1.43	
	2004	142,518	54,419	38.18	88,099	61.82	5,854	4.11	7,047	4.94	36,772	25.80	52,130	36.58	8,306	5.83	23,307	16.35	2,379	1.67	3,540	2.48	1,108	0.78	2,075	1.46	
	2005	141,206	54,461	38.57	86,745	61.43	5,181	3.67	6,885	4.88	37,288	26.41	51,117	36.20	8,483	6.01	23,072	16.34	2,388	1.69	3,558	2.52	1,121	0.79	2,113	1.50	
8	2001	52,430	1,823	3.48	34,176	65.18	1,790	3.41	2,689	5.13	12,223	23.31	19,033	36.30	3,301	6.30	11,031	21.04	521	0.99	921	1.76	419	0.80	502	0.96	
	2002	53,654	18,629	34.72	35,025	65.28	1,866	3.48	2,928	5.46	12,425	23.16	19,433	36.22	3,382	6.30	11,193	20.86	537	1.00	965	1.80	419	0.78	506	0.94	
	2003	54,487	19,045	34.95	35,442	65.05	1,990	3.65	3,201	5.87	12,593	23.11	19,420	35.64	3,458	6.35	11,262	20.67	564	1.04	1,009	1.85	440	0.81	550	1.01	
	2004	56,607	20,062	35.44	36,545	64.56	2,161	3.82	3,473	6.14	13,173	23.27	19,870														

TABLE A-3b
FY 2005 GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN GS AND GS RELATED GRADES *

GS AND RELATED GRADES		TOTAL						HISPANICS				WHITES				BLACKS				ASIAN AMERICAN/ PACIFIC ISLANDERS				AMERICAN INDIAN/ ALASKAN NATIVES			
		ALL		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN		MEN		WOMEN	
GRADE	YEAR	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
11	2001	183,335	96.121	52.43	87,657	47.81	7,632	4.16	5,784	3.15	73,779	40.24	58,376	31.84	9,337	5.09	17,609	9.60	3,878	2.12	3,700	2.02	1,495	0.82	1,745	0.95	
	2002	191,301	101,764	53.20	89,537	46.80	9,735	5.09	6,402	3.35	76,710	40.10	59,118	30.90	9,627	5.03	18,119	9.47	4,174	2.18	4,046	2.11	1,518	0.79	1,852	0.97	
	2003	192,832	102,679	53.25	90,153	46.75	10,373	5.38	6,751	3.50	76,760	39.81	59,149	30.67	9,673	5.02	18,237	9.46	4,334	2.25	4,165	2.16	1,537	0.80	1,851	0.96	
	2004	197,640	106,298	53.78	91,342	46.22	11,399	5.77	7,174	3.63	78,645	39.79	59,282	29.99	10,311	5.22	18,457	9.34	4,675	2.37	4,551	2.30	1,548	0.78	1,878	0.95	
	2005	200,087	108,632	54.29	91,455	45.71	12,541	6.27	7,649	3.82	79,148	39.56	58,598	29.29	10,405	5.20	18,603	9.30	4,999	2.50	4,710	2.35	1,539	0.77	1,895	0.95	
12	2001	227,396	135,739	59.69	91,657	40.31	7,440	3.27	4,938	2.17	108,632	47.77	61,719	27.14	11,332	4.98	19,612	8.62	6,791	2.99	4,136	1.82	1,544	0.68	1,252	0.55	
	2002	229,528	135,369	58.98	94,159	41.02	7,651	3.33	5,183	2.26	107,880	47.00	62,945	27.42	11,434	4.98	20,361	8.87	6,831	2.98	4,308	1.88	1,573	0.69	1,362	0.59	
	2003	229,917	134,124	58.36	95,743	41.64	7,766	3.38	5,378	2.34	106,478	46.31	63,708	27.71	11,617	5.05	20,799	9.05	6,742	2.93	4,438	1.93	1,571	0.68	1,420	0.62	
	2004	228,407	131,388	57.52	97,019	42.48	7,817	3.42	5,682	2.49	103,467	45.30	63,936	27.99	11,620	5.09	21,204	9.28	6,929	3.03	4,743	2.08	1,555	0.68	1,454	0.64	
	2005	231,261	132,627	57.35	98,934	42.65	8,026	3.47	5,958	2.58	103,984	44.96	64,581	27.93	11,970	5.18	21,590	9.34	7,094	3.07	5,022	2.17	1,553	0.67	1,483	0.64	
13	2001	190,568	126,165	66.20	64,403	33.80	5,768	3.03	2,661	1.40	104,141	54.65	45,357	23.80	8,999	4.72	12,869	6.75	6,070	3.19	2,827	1.48	1,187	0.62	689	0.36	
	2002	196,528	128,835	65.56	67,693	34.44	6,086	3.10	2,917	1.48	105,734	53.80	47,183	24.01	9,381	4.77	13,794	7.02	6,428	3.27	3,088	1.57	1,206	0.61	711	0.36	
	2003	200,069	130,004	64.98	70,065	35.02	6,238	3.12	3,147	1.57	106,363	53.16	48,391	24.19	9,630	4.81	14,513	7.25	6,565	3.28	3,269	1.63	1,208	0.60	745	0.37	
	2004	204,393	132,145	64.65	72,248	35.35	6,715	3.29	3,370	1.65	107,451	52.57	49,466	24.20	9,946	4.87	15,047	7.36	6,847	3.35	3,585	1.75	1,186	0.58	780	0.38	
	2005	207,320	132,751	64.03	74,569	35.97	6,939	3.35	3,592	1.73	107,593	51.88	50,531	24.37	10,155	4.90	15,767	7.61	6,921	3.34	3,858	1.86	1,183	0.57	821	0.40	
14	2001	90,377	62,615	69.28	28,762	31.72	2,390	2.64	992	1.10	53,171	58.83	20,706	22.91	3,762	4.16	4,563	5.05	2,673	2.96	1,183	1.31	619	0.68	318	0.35	
	2002	93,303	63,970	68.56	29,333	31.44	2,479	2.66	1,083	1.16	54,073	57.95	21,593	23.14	3,940	4.22	5,006	5.37	2,835	3.04	1,301	1.39	643	0.69	350	0.38	
	2003	96,281	65,222	67.74	31,059	32.26	2,620	2.72	1,178	1.22	54,748	56.86	22,576	23.45	4,159	4.32	5,481	5.69	3,048	3.17	1,454	1.51	647	0.67	370	0.38	
	2004	99,432	66,607	66.99	32,825	33.01	2,773	2.79	1,312	1.32	55,485	55.80	23,570	23.70	4,395	4.42	5,938	5.97	3,305	3.32	1,625	1.63	649	0.65	380	0.38	
	2005	102,907	68,202	66.28	34,705	33.72	2,920	2.84	1,407	1.37	56,368	54.78	24,641	23.94	4,702	4.57	6,513	6.33	3,582	3.48	1,751	1.70	630	0.61	393	0.38	
15	2001	55,029	40,870	74.27	14,159	25.73	1,351	2.46	516	0.94	35,191	63.95	10,992	19.90	1,807	3.28	1,648	2.99	2,226	4.05	934	1.70	295	0.54	109	0.20	
	2002	56,831	41,845	73.63	14,986	26.37	1,406	2.47	542	0.95	35,995	63.18	11,592	20.40	1,892	3.33	1,741	3.06	2,328	4.10	1,091	1.76	314	0.55	110	0.19	
	2003	59,314	43,163	72.77	16,151	27.23	1,491	2.51	595	1.00	36,844	62.12	12,424	20.95	1,999	3.37	1,883	3.17	2,499	4.21	1,124	1.89	330	0.56	125	0.21	
	2004	61,416	44,148	71.88	17,268	28.12	1,578	2.57	653	1.06	37,530	61.11	13,214	21.52	2,044	3.33	2,023	3.29	2,643	4.30	1,239	2.02	353	0.57	139	0.23	
	2005	64,433	45,928	71.28	18,505	28.72	1,674	2.60	712	1.11	38,893	60.36	14,061	21.82	2,202	3.42	2,192	3.40	2,809	4.36	1,370	2.13	350	0.54	170	0.26	
TOTAL GS & GS RELATED	2001	1,400,942	701,278	50.06	699,664	49.94	48,426	3.46	45,326	3.24	535,252	38.21	437,172	31.21	75,061	5.36	170,513	12.17	31,510	2.25	29,691	2.12	11,029	0.79	16,962	1.21	
	2002	1,410,278	710,069	50.35	700,209	49.65	50,344	3.57	46,126	3.27	539,988	38.29	436,382	30.94	75,764	5.37	169,180	12.00	32,871	2.33	31,070	2.20	11,102	0.79	17,451	1.24	
	2003	1,411,611	715,003	50.65	696,608	49.35	52,168	3.70	47,644	3.33	542,274	38.42	432,989	30.67	76,163	5.40	167,966	11.90	33,503	2.37	31,413	2.23	10,893	0.77	17,196	1.22	
	2004	1,418,500	721,019	50.83	697,481	49.17	54,107	3.81	48,558	3.42	543,855	38.34	430,506	30.35	77,268	5.45	168,134	11.85	34,917	2.46	33,123	2.34	10,878	0.77	17,160	1.21	
	2005	1,425,499	728,508	51.11	696,991	48.89	55,413	3.89	49,563	3.48	547,182	38.39	428,151	30.03	79,123	5.55	168,162	11.80	35,954	2.52	33,869	2.38	10,836	0.76	17,266	1.21	

*Includes data for only those agencies reported by CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-4
Government Wide Employment of Workers in
FEDERAL WAGE SYSTEM (FWS) POSITIONS

	2000 CIVILIAN LABOR WORK FORCE	FEDERAL WAGE SYSTEM WORK FORCE										
	%	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2005
TOTAL WORK FORCE		2,532,507	2,475,761	2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903		2,610,920
% of FWS Employees		10.19	9.83	9.39	9.07	8.80	8.53	8.23	8.00	7.52		7.54
FWS WORK FORCE*		258,139	243,343	232,693	223,421	214,880	208,580	202,471	194,259	196,114		196,800
% OF MEN	53.20	89.28	89.41	89.37	89.05	88.96	89.48	89.47	89.09	89.19	89.06	175,272
% OF WOMEN	46.80	10.72	10.59	10.63	10.95	11.04	10.52	10.53	10.91	10.81	10.94	21,528
HISPANICS (%)	10.70	8.08	8.23	8.09	7.73	7.67	7.70	7.67	7.70	7.87	7.85	15,443
% OF MEN	6.20	7.36	7.50	7.36	7.00	6.92	6.99	6.94	6.91	7.08	7.02	13,820
% OF WOMEN	4.50	0.72	0.73	0.73	0.73	0.75	0.71	0.73	0.79	0.79	0.82	1,623
WHITES (%)	72.70	65.64	65.87	65.87	66.06	66.07	66.32	66.35	66.43	66.43	66.60	131,063
% OF MEN	39.00	60.37	60.67	60.65	60.62	60.59	60.97	60.95	60.81	60.85	60.93	119,907
% OF WOMEN	33.70	5.27	5.20	5.22	5.39	5.49	5.35	5.40	5.63	5.58	5.67	11,156
BLACKS (%)	10.60	18.98	18.61	18.73	18.88	18.95	18.60	18.48	18.62	18.34	18.21	35,834
% OF MEN	4.80	15.07	14.78	14.89	14.93	15.04	15.06	15.02	15.10	14.86	14.75	29,030
% OF WOMEN	5.80	3.91	3.83	3.84	3.95	3.91	3.55	3.46	3.52	3.49	3.46	6,804
ASIAN AMERICAN/ PACIFIC ISLANDERS (%)	4.00	4.74	4.65	4.63	4.71	4.60	4.62	4.75	4.50	4.73	4.75	9,342
% OF MEN	2.10	4.30	4.21	4.18	4.22	4.11	4.13	4.24	3.98	4.20	4.18	8,227
% OF WOMEN	1.90	0.44	0.44	0.45	0.49	0.49	0.49	0.51	0.52	0.53	0.57	1,115
AMERICAN INDIAN/ ALASKAN NATIVES (%)	1.00	2.57	2.63	2.68	2.67	2.71	2.76	2.74	2.75	2.62	2.60	5,118
% OF MEN	0.50	2.19	2.25	2.28	2.27	2.30	2.35	2.32	2.30	2.19	2.18	4,288
% OF WOMEN	0.50	0.38	0.39	0.40	0.40	0.41	0.42	0.43	0.45	0.43	0.42	830
INDIVIDUALS WITH TARGETED DISABILITIES %	CLF not available	1.51	1.50	1.50	1.45	1.40	1.40	1.34	1.28	1.23	1.20	2,291

*The remainder of the figures in this table include data for only those agencies reported by CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the additional "Two or More Races" category in the 2000 Census Special EEO file.

Table A-4

TABLE A-5
GOVERNMENT WIDE EMPLOYMENT OF WORKERS IN
OTHER PAY SYSTEMS (OPS) WORK FORCE

	2000 CIVILIAN LABOR WORK FORCE	OTHER PAY SYSTEMS FEDERAL WORK FORCE*										
	%	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2005
TOTAL WORK FORCE		2,532,507	2,475,761	2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903		2,610,920
% of Total Work Force		37.76	38.33	39.56	40.04	40.59	39.87	40.40	40.96	37.33		37.13
OPS WORK FORCE		956,334	948,911	980,856	985,787	991,463	975,074	993,602	994,647	973,172		969,353
% OF MEN	53.20	60.71	60.54	59.83	59.89	59.77	59.87	59.96	59.69	59.43	58.86	570,547
% OF WOMEN	46.80	39.29	39.46	40.17	40.11	40.23	40.13	40.04	40.31	40.57	41.14	398,806
HISPANICS (%)	10.70	6.67	6.64	6.92	7.13	7.16	7.26	7.43	7.61	7.77	7.99	77,481
% OF MEN	6.20	4.32	4.33	4.45	4.55	4.57	4.65	4.78	4.87	4.96	5.03	48,745
% OF WOMEN	4.50	2.35	2.30	2.46	2.57	2.60	2.61	2.65	2.74	2.82	2.96	28,736
WHITES (%)	72.70	66.54	66.21	65.13	64.90	64.92	64.66	64.59	64.32	64.03	63.26	613,169
% OF MEN	39.00	42.14	41.80	40.72	40.74	40.59	40.45	40.45	40.04	39.64	38.83	376,366
% OF WOMEN	33.70	24.40	24.41	24.41	24.17	24.33	24.21	24.14	24.28	24.39	24.43	236,803
BLACKS (%)	10.60	19.85	19.96	20.31	20.36	20.11	20.05	19.84	19.77	19.66	19.93	193,227
% OF MEN	4.80	10.31	10.32	10.36	10.35	10.22	10.20	10.10	10.02	9.92	9.94	96,388
% OF WOMEN	5.80	9.54	9.64	9.95	10.01	9.90	9.85	9.74	9.74	9.74	9.99	96,839
ASIAN AMERICAN/ PACIFIC ISLANDERS(%)	4.00	6.08	6.31	6.76	6.70	6.85	7.04	7.12	7.29	7.49	7.76	75,259
% OF MEN	2.10	3.55	3.68	3.90	3.82	3.95	4.10	4.15	4.27	4.42	4.56	44,197
% OF WOMEN	1.90	2.53	2.62	2.86	2.87	2.90	2.94	2.97	3.01	3.07	3.20	31,062
AMERICAN INDIAN/ ALASKAN NATIVES(%)	1.00	0.85	0.88	0.88	0.91	0.95	0.99	1.02	1.02	1.05	1.05	10,217
% OF MEN	0.50	0.39	0.40	0.40	0.43	0.45	0.46	0.48	0.49	0.50	0.50	4,851
% OF WOMEN	0.50	0.46	0.49	0.48	0.48	0.50	0.52	0.53	0.53	0.55	0.55	5,366

* Includes data for those agencies which are provided by CPDF(219,382) and all employees of AAFES, TVA AND USPS (749,971), but does not include data for intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages may not add to 100% due to rounding and the addition of "Two or More Races" category in the 2000 Census Special EEO file.

TABLE A-5

TABLE A-6
TEN YEAR TREND
GOVERNMENT WIDE EMPLOYMENT OF

	INDIVIDUALS WITH TARGETED DISABILITIES*										TEN YEAR NET CHANGE
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	
TOTAL WORK FORCE	2,532,507	2,475,761	2,479,199	2,462,152	2,442,643	2,445,335	2,459,505	2,428,330	2,606,903	2,610,920	
% OF TOTAL WORK FORCE	1.18	1.16	1.14	1.13	1.12	1.10	1.07	1.05	0.99	0.96	
TOTAL INDIVIDUALS WITH TARGETED DISABILITIES	29,930	28,671	28,035	27,601	27,231	26,834	26,230	25,551	25,917	25,142	-16.00%
DEAFNESS TOTAL	5,896	5,639	5,512	5,368	5,220	5,088	4,949	4,796	4,745	4,614	-21.74%
% OF TARGETED DISABILITIES	19.7	19.67	19.66	19.45	19.17	18.96	18.87	18.77	18.31	18.35	
BLINDNESS TOTAL	2,784	2,676	2,615	2,570	2,603	2,636	2,582	2,588	2,687	2,606	-6.36%
% OF TARGETED DISABILITIES	9.30	9.33	9.33	9.31	9.56	9.82	9.84	10.13	10.37	10.37	
MISSING EXTREMITIES TOTAL	1,963	1,856	1,812	1,733	1,697	1,627	1,556	1,525	1,505	1,446	-26.34%
% OF TARGETED DISABILITIES	6.56	6.47	6.46	6.28	6.23	6.06	5.93	5.97	5.81	5.75	
PARTIAL PARALYSIS TOTAL	3,939	3,694	3,585	3,503	3,475	3,346	3,283	3,219	3,229	3,111	-21.02%
% OF TARGETED DISABILITIES	13.16	12.88	12.79	12.69	12.76	12.47	12.52	12.6	12.46	12.37	
COMPLETE PARALYSIS TOTAL	1,641	1,559	1,507	1,459	1,435	1,415	1,387	1,316	1,328	1,258	-23.34%
% OF TARGETED DISABILITIES	5.48	5.44	5.38	5.29	5.27	5.27	5.29	5.15	5.12	5.00	
CONVULSIVE DISORDERS TOTAL	4,125	3,967	3,860	3,826	3,811	3,767	3,730	3,637	3,660	3,537	-14.25%
% OF TARGETED DISABILITIES	13.78	13.84	13.93	13.86	14	14.04	14.22	14.23	14.12	14.07	
MENTAL RETARDATION TOTAL	2,994	2,837	2,770	2,672	2,533	2,428	2,261	2,106	2,057	1,946	-35.00%
% OF TARGETED DISABILITIES	10	9.9	9.88	9.68	9.3	9.05	8.62	8.24	7.94	7.74	
MENTAL ILLNESS TOTAL	5,737	5,622	5,579	5,690	5,697	5,801	5,786	5,695	6,043	5,982	4.27%
% OF TARGETED DISABILITIES	19.17	19.61	19.9	20.62	20.92	21.62	22.06	22.29	23.32	23.79	
DISTORTION OF LIMB &/OR SPINE TOTAL	851	821	795	780	757	726	696	669	663	642	-24.56%
% OF TARGETED DISABILITIES	2.84	2.86	2.84	2.83	2.78	2.71	2.65	2.62	2.56	2.55	

*Includes data for those agencies which are provided by CPDF plus AAFES, TVA AND USPS; does not include data for intelligence gathering agencies. Percentages may not add to 100% due to rounding.

Table A-6

TABLE A-6a

FY 2005 Government Wide Employment of Individuals With Disabilities- BY GRADE LEVEL AND PAY PLAN *

DISABILITY BY TYPE	GSR-1	GSR-2	GSR-3	GSR-4	GSR-5	GSR-6	GSR-7	GSR-8	GSR-9
# WORK FORCE IN GRADE	2,826	4,513	20,462	54,898	103,196	81,646	141,206	57,680	135,523
% OF WORK FORCE IN GRADE	0.15	0.24	1.10	2.95	5.55	4.39	7.59	3.10	7.28
NO DISABILITIES	2,687	4,139	18,280	48,192	91,629	73,448	128,994	52,102	124,103
% OF GRADE LEVEL	95.08	91.71	89.34	87.78	88.79	89.96	91.35	90.33	91.57
NOT IDENTIFIED/DISCLOSED	28	80	370	1,095	2,291	1,663	2,843	1,523	3,312
% OF GRADE LEVEL	0.99	1.77	1.81	1.99	2.22	2.04	2.01	2.64	2.44
REPORTABLE DISABILITIES	87	175	1,332	4,107	7,120	5,335	7,782	3,152	6,898
% OF GRADE LEVEL	3.08	3.88	6.51	7.48	6.95	6.53	5.51	5.46	5.09
TARGETED DISABILITIES	24	119	479	1,500	2,101	1,198	1,582	903	1,208
% OF GRADE LEVEL	0.85	4.21	16.95	53.08	74.35	42.39	55.98	31.95	42.75
DEAFNESS	1	3	60	308	417	226	282	79	147
% OF TARGETED DISABILITIES	0.04	0.11	2.12	10.90	14.76	8.00	9.98	2.80	5.20
BLINDNESS	1	7	42	150	217	131	183	296	153
% OF TARGETED DISABILITIES	0.04	0.25	1.49	5.31	7.68	4.64	6.48	10.47	5.41
MISSING EXTREMITIES	1	3	6	41	89	53	80	50	73
% OF TARGETED DISABILITIES	0.04	0.11	0.21	1.45	3.15	1.88	2.83	1.77	2.58
PARTIAL PARALYSIS	4	15	49	228	273	175	273	122	250
% OF TARGETED DISABILITIES	0.14	0.53	1.73	8.07	9.66	6.19	9.66	4.32	8.85
COMPLETE PARALYSIS	1	5	8	75	122	66	91	60	101
% OF TARGETED DISABILITIES	0.04	0.18	0.28	2.65	4.32	2.34	3.22	2.12	3.57
CONVULSIVE DISORDERS	2	8	49	158	305	173	262	120	201
% OF TARGETED DISABILITIES	0.07	0.28	1.73	5.59	10.79	6.12	9.27	4.25	7.11
MENTAL RETARDATION	11	50	151	210	151	48	45	12	13
% OF TARGETED DISABILITIES	0.39	1.77	5.34	7.43	5.34	1.70	1.59	0.42	0.46
MENTAL ILLNESS	2	25	106	297	478	273	306	129	235
% OF TARGETED DISABILITIES	0.07	0.88	3.75	10.51	16.91	9.66	10.83	4.56	8.32
DISTORTION OF LIMB &/OR SPINE	1	3	8	33	49	53	60	35	35
% OF TARGETED DISABILITIES	0.04	0.11	0.28	1.17	1.73	1.88	2.12	1.24	1.24

TABLE A-6a

TABLE A-6a

FY 2005 Government Wide Employment of Individuals With Disabilities - BY GRADE LEVEL AND PAY PLAN*

DISABILITY BY TYPE	GSR-10	GSR-11	GSR-12	GSR-13	GSR-14	GSR-15	SENIOR PAY	WAGE AND NON_GS	TOTAL GS RELATED	ALL
# WORK FORCE IN GRADE	17,541	200,087	231,261	207,320	102,907	64,433	19,268	416,182	1,425,499	1,860,949
% OF WORK FORCE IN GRADE	0.94	10.75	12.43	11.14	5.53	3.46	1.04	22.36	76.60	
NO DISABILITIES	15,927	182,860	210,750	191,380	94,998	59,402	17,504	386,540	1,298,891	1,703,005
% OF GRADE LEVEL	90.80	91.39	91.13	92.31	92.31	92.19	90.84	92.88	91.12	91.51
NOT IDENTIFIED/DISCLOSED	485	5,517	6,970	6,196	3,559	2,393	952	7,697	38,325	46,977
% OF GRADE LEVEL	2.76	2.76	3.01	2.99	3.46	3.71	4.94	1.85	2.69	2.52
REPORTABLE DISABILITIES	995	9,995	11,678	8,421	3,794	2,338	695	18,648	73,259	92,603
% OF GRADE LEVEL	5.67	5.00	5.05	4.06	3.69	3.63	3.61	4.48	5.14	4.98
TARGETED DISABILITIES	133	1,705	1,853	1,317	553	297	88	3,248	14,972	18,309
% OF GRADE LEVEL	0.76	0.85	0.80	0.64	0.54	0.46	0.46	0.78	1.05	0.98
DEAFNESS	12	161	210	114	19	8	1	468	2,047	2,516
% OF TARGETED DISABILITIES	0.07	0.08	0.09	0.05	0.02	0.01	0.01	0.11	0.14	0.14
BLINDNESS	18	287	269	224	87	50	17	318	2,115	2,450
% OF TARGETED DISABILITIES	0.10	0.14	0.12	0.11	0.08	0.08	0.09	0.08	0.15	0.13
MISSING EXTREMITIES	14	138	139	119	50	20	10	164	876	1,050
% OF TARGETED DISABILITIES	0.08	0.07	0.06	0.06	0.05	0.03	0.05	0.04	0.06	0.06
PARTIAL PARALYSIS	20	341	395	272	125	71	22	250	2,613	2,885
% OF TARGETED DISABILITIES	0.11	0.17	0.17	0.13	0.12	0.11	0.11	0.06	0.18	0.16
COMPLETE PARALYSIS	10	144	174	132	50	34	15	82	1,073	1,170
% OF TARGETED DISABILITIES	0.06	0.07	0.08	0.06	0.05	0.05	0.08	0.02	0.08	0.06
CONVULSIVE DISORDERS	20	267	268	209	98	49	10	467	2,189	2,666
% OF TARGETED DISABILITIES	0.11	0.13	0.12	0.10	0.10	0.08	0.05	0.11	0.15	0.14
MENTAL RETARDATION	1	3	7	1	1	0	1	588	704	1,293
% OF TARGETED DISABILITIES	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.14	0.05	0.07
MENTAL ILLNESS	35	310	336	203	107	59	9	846	2,901	3,757
% OF TARGETED DISABILITIES	0.20	0.15	0.15	0.10	0.10	0.09	0.05	0.20	0.20	0.20
DISTORTION OF LIMB &/OR SPINE	3	54	55	43	16	6	3	65	454	522
% OF TARGETED DISABILITIES	0.02	0.03	0.02	0.02	0.02	0.01	0.02	0.02	0.03	0.03

*Includes data for only those agencies reported by CPDF. Does not include data for AAFES, TVA, USPS, or intelligence gathering agencies. Percentages may not add to 100% due to rounding.

Table A-6a-2

TABLE A-6b
FY 2005 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LEMB &/OR SPINE
ADVISORY COUNCIL ON HISTORIC PRESERVATION	53	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
AFRICAN DEVELOPMENT FOUNDATION	25	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
AGENCY FOR INTERNATIONAL DEVELOPMENT	2,389	# 12 % 0.50%	3 25.00%	0 0.00%	1 8.33%	3 25.00%	0 0.00%	2 16.67%	3 25.00%	0 0.00%	0 0.00%
AGRICULTURE, U. S. DEPARTMENT OF	109,344	# 1,000 % 0.91%	126 12.60%	77 7.70%	66 6.60%	205 20.50%	98 9.80%	126 12.60%	64 6.40%	201 20.10%	37 3.70%
AMERICAN BATTLE MONUMENTS COMMISSION, THE	64	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
ANTITRUST MODERNIZATION COMMISSION	17	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
APPALACHIAN REGIONAL COMMISSION	10	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
ARCHITECTAL & TRANS. BARRIERS COMPLIANCE BOARD, U. S.	39	# 11 % 28.21%	0 0.00%	0 0.00%	0 0.00%	2 18.18%	7 63.64%	2 18.18%	0 0.00%	0 0.00%	0 0.00%
ARCTIC RESEARCH COMMISSION	10	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
ARMED FORCES RETIREMENT HOME	401	# 3 % 0.75%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	0 0.00%
ARMY AIR FORCE EXCHANGE SERVICE	35,289	# 597 % 1.69%	53 8.88%	44 7.37%	19 3.18%	55 9.21%	22 3.69%	86 14.41%	164 27.47%	138 23.12%	16 2.68%
BARRY GOLDWATER SCHOOL & EXCELLENCE IN EDUCATION	10	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
BROADCASTING BOARD OF GOVERNORS	1,765	# 17 % 0.96%	0 0.00%	2 11.76%	1 5.88%	2 11.76%	0 0.00%	3 17.65%	5 29.41%	4 23.53%	0 0.00%
CHEMICAL SAFETY & HAZARD INVESTIGATION BOARD	38	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CHINA ECONOMIC & SECURITY REVIEW COMMISSION	24	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	12	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COMMERCE, U.S. DEPARTMENT OF	40,093	# 358 % 0.89%	49 13.69%	40 11.17%	7 1.96%	46 12.85%	18 5.03%	57 15.92%	34 9.50%	99 27.65%	8 2.23%
COMMISSION FOR PRESIDENT OF AMERICA'S HERITAGE ABRD	1	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COMMISSION ON CIVIL RIGHTS	53	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COMMISSION ON FINE ARTS	8	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM, US	29	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COMMISSION ON REVIEW OF OVERSEAS MILITARY STRUCTURE	6	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COMMITTEE FOR PURCHASE FROM PEOPLE BLIND OR SEVERELY DISABLED	33	# 2 % 6.06%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
COMMODITY FUTURES TRADING COMMISSION	511	# 1 % 0.20%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

TABLE A-6b

TABLE A-6b

FY 2005 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY*

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
CONSUMER PRODUCT SAFETY COMMISSION, U. S.	443	# 3 % 0.68%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	0 0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	587	# 7 % 1.19%	2 28.57%	1 14.29%	1 14.29%	2 28.57%	0 0.00%	0 0.00%	0 0.00%	1 14.29%	0 0.00%
COUNCIL OF ECONOMIC ADVISORS	24	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COUNCIL ON ENVIRONMENTAL QUALITY	22	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
COURT SERVICES & OFFENDER SUPERVISION AGENCY	1,082	# 2 % 0.18%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%
DEFENSE, U.S. DEPARTMENT OF SUMMARY **	488,737	# 4,132 % 0.85%	676 16.36%	359 8.69%	256 6.20%	790 19.12%	257 6.22%	689 16.67%	275 6.66%	686 16.60%	144 3.48%
AIR FORCE, DEPARTMENT OF THE	157,050	# 1,174 % 0.75%	141 12.01%	107 9.11%	71 6.05%	216 18.40%	79 6.73%	218 18.57%	88 7.50%	206 17.55%	48 4.09%
ARMY, DEPARTMENT OF THE	235,848	# 1,752 % 0.74%	259 14.78%	156 8.90%	114 6.51%	361 20.61%	111 6.34%	283 16.15%	101 5.76%	305 17.41%	62 3.54%
DEFENSE COMMISSARY AGENCY	15,319	# 141 % 0.92%	22 15.60%	15 10.64%	5 3.55%	17 12.06%	3 2.13%	28 19.86%	15 10.64%	32 22.70%	4 2.84%
DEFENSE CONTRACT AUDIT AGENCY	4,112	# 48 % 1.17%	3 6.25%	5 10.42%	5 10.42%	16 33.33%	1 2.08%	5 10.42%	1 2.08%	11 22.92%	1 2.08%
DEFENSE CONTRACT MANAGEMENT AGENCY	10,535	# 146 % 1.39%	19 13.01%	11 7.53%	9 6.16%	35 23.97%	14 9.59%	25 17.12%	3 2.05%	26 17.81%	4 2.74%
DEFENSE EDUCATION ACTIVITY	16,439	# 41 % 0.25%	3 7.32%	5 12.20%	3 7.32%	9 21.95%	1 2.44%	14 34.15%	0 0.00%	5 12.20%	1 2.44%
DEFENSE FINANCE AND ACCOUNTING SERVICE	13,388	# 271 % 2.02%	80 29.52%	18 6.64%	16 5.90%	50 18.45%	18 6.64%	38 14.02%	9 3.32%	35 12.92%	7 2.58%
DEFENSE HUMAN RESOURCE ACTIVITY	795	# 4 % 0.50%	1 25.00%	2 50.00%	0 0.00%	1 25.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DEFENSE INFORMATION SYSTEMS AGENCY	4,909	# 53 % 1.08%	13 24.53%	4 7.55%	4 7.55%	6 11.32%	6 11.32%	11 20.75%	4 7.55%	4 7.55%	1 1.89%
DEFENSE INSPECTOR GENERAL, OFFICE OF THE	1,373	# 13 % 0.95%	2 15.38%	1 7.69%	1 7.69%	4 30.77%	0 0.00%	0 0.00%	2 15.38%	3 23.08%	0 0.00%
DEFENSE LOGISTICS AGENCY	21,501	# 430 % 2.00%	122 28.37%	32 7.44%	25 5.81%	65 15.12%	21 4.88%	56 13.02%	44 10.23%	50 11.63%	15 3.49%
DEFENSE NATIONAL DEFENSE UNIVERSITY	555	# 4 % 0.72%	0 0.00%	0 0.00%	0 0.00%	1 25.00%	0 0.00%	2 50.00%	0 0.00%	1 25.00%	0 0.00%
DEFENSE SECRETARY, OFFICE OF THE	5,827	# 42 % 0.72%	10 23.81%	3 7.14%	3 7.14%	6 14.29%	2 4.76%	7 16.67%	5 11.90%	5 11.90%	1 2.38%
DEFENSE SECURITY SERVICE	525	# 7 % 1.33%	0 0.00%	0 0.00%	0 0.00%	3 42.86%	0 0.00%	2 28.57%	0 0.00%	2 28.57%	0 0.00%
DEFENSE TECHNICAL INFORMATION CENTER	291	# 7 % 1.33%	1 14.29%	0 0.00%	0 0.00%	2 28.57%	0 0.00%	1 14.29%	0 0.00%	1 14.29%	0 0.00%
DEFENSE THREAT REDUCTION AGENCY	1,116	# 10 % 0.90%	1 10.00%	0 0.00%	0 0.00%	1 10.00%	1 10.00%	2 20.00%	3 30.00%	2 20.00%	0 0.00%
NAVY, DEPARTMENT OF THE	174,728	# 1,500 % 0.86%	234 15.60%	129 8.60%	103 6.87%	263 17.53%	95 6.33%	239 15.93%	154 10.27%	226 15.07%	57 3.80%
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	87	# 1 % 1.15%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%
EDUCATION, U.S. DEPARTMENT OF	4,445	# 63 % 1.42%	7 11.11%	26 41.27%	1 1.59%	8 12.70%	6 9.52%	4 6.35%	7 11.11%	4 6.35%	0 0.00%
ELECTION ASSISTANCE COMMISSION	23	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

TABLE A-6b
FY 2005 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
ENERGY	14,973	#	116	12	13	6	20	16	20	1	24	4
U.S. DEPARTMENT OF		%	0.77%	10.34%	11.21%	5.17%	17.24%	13.79%	17.24%	0.86%	20.69%	3.45%
ENVIRONMENTAL PROTECTION	18,398	#	197	28	29	11	40	11	29	13	31	5
AGENCY, U.S.		%	1.07%	14.21%	14.72%	5.58%	20.30%	5.58%	14.72%	6.60%	15.74%	2.54%
EQUAL EMPLOYMENT OPPORTUNITY	2,363	#	51	11	12	3	8	2	4	0	11	0
COMMISSION, U.S.		%	2.16%	21.57%	23.53%	5.88%	15.69%	3.92%	7.84%	0.00%	21.57%	0.00%
EXPORT-IMPORT BANK OF THE UNITED	393	#	7	3	0	1	2	0	0	0	1	0
STATES		%	1.78%	42.86%	0.00%	14.29%	28.57%	0.00%	0.00%	0.00%	14.29%	0.00%
FARM CREDIT	261	#	4	0	1	0	1	0	0	0	2	0
ADMINISTRATION		%	1.53%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	50.00%	0.00%
FARM CREDIT SYSTEM	10	#	0	0	0	0	0	0	0	0	0	0
INSURANCE CORPORATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL COMMUNICATIONS	1,854	#	21	2	5	2	3	2	4	1	2	0
COMMISSION		%	1.13%	9.52%	23.81%	9.52%	14.29%	9.52%	19.05%	4.76%	9.52%	0.00%
FEDERAL DEPOSIT	4,593	#	35	13	2	2	8	2	2	1	3	2
INSURANCE CORPORATION		%	0.76%	37.14%	5.71%	5.71%	22.86%	5.71%	5.71%	2.86%	8.57%	5.71%
FEDERAL ELECTION	385	#	1	1	0	0	0	0	0	0	0	0
COMMISSION		%	0.26%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL FINANCIAL INSTITUTIONS	7	#	0	0	0	0	0	0	0	0	0	0
EXAMINATION COUNCIL		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL HOUSING FINANCE	93	#	0	0	0	0	0	0	0	0	0	0
BOARD		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL LABOR RELATIONS	158	#	0	0	0	0	0	0	0	0	0	0
AUTHORITY		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL MARITIME	120	#	1	0	0	0	0	0	0	0	1	0
COMMISSION		%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
FEDERAL MEDIATION AND	274	#	6	2	0	0	0	0	0	2	2	0
CONCILIATION SERVICE		%	2.19%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%
FEDERAL MINE SAFETY AND	43	#	0	0	0	0	0	0	0	0	0	0
HEALTH REVIEW COMMISSION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL RETIREMENT THRIFT	92	#	0	0	0	0	0	0	0	0	0	0
INVESTMENT BOARD		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FEDERAL TRADE	1,017	#	6	0	2	0	0	1	1	0	1	1
COMMISSION		%	0.59%	0.00%	33.33%	0.00%	0.00%	16.67%	16.67%	0.00%	16.67%	16.67%
GENERAL PRINTING OFFICE	2,363	#	39	10	2		3	1	3	17	2	1
UNITED STATES		%	1.65%	25.64%	5.13%	0.00%	7.69%	2.56%	7.69%	43.59%	5.13%	2.56%
GENERAL SERVICES	12,666	#	115	11	16	4	17	8	16	28	11	4
ADMINISTRATION		%	0.91%	9.57%	13.91%	3.48%	14.78%	6.96%	13.91%	24.35%	9.57%	3.48%
HARRY S. TRUMAN	5	#	0	0	0	0	0	0	0	0	0	0
SCHOLARSHIP FOUNDATION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HEALTH AND HUMAN SERVICES,	64,244	#	624	86	67	24	98	33	86	68	150	12
DEPARTMENT OF THE		%	0.97%	13.78%	10.74%	3.85%	15.71%	5.29%	13.78%	10.90%	24.04%	1.92%
HELP ENHANCE LIVELIHOOD OF PEOPLE	22	#	0	0	0	0	0	0	0	0	0	0
COMMISSION		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HOLOCAUST MEMORIAL	225	#	1	0	0	0	0	0	0	0	1	0
MUSEUM		%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
HOME LAND SECURITY	162,132	#	720	72	100	38	75	38	140	40	204	13
DEPARTMENT OF THE		%	0.44%	10.00%	13.89%	5.28%	10.42%	5.28%	19.44%	5.56%	28.33%	1.81%
HOUSING & URBAN DEVELOPMENT,	9,921	#	134	18	20	8	27	12	18	4	21	6
DEPARTMENT OF THE		%	1.35%	13.43%	14.93%	5.97%	20.15%	8.96%	13.43%	2.99%	15.67%	4.48%
INSTITUTE OF MUSEUM AND LIBRARY	79	#	1	0	0	0	0	0	0	0	1	0
SERVICE		%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%

TABLE A-6b
FY 2005 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
INTERAGENCY COUNCIL ON THE HOMELESS	16	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTER-AMERICAN FOUNDATION	39	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERIOR, DEPARTMENT OF THE	76,676	#	678	83	76	39	122	35	93	54	150	26
		%	0.88%	12.24%	11.21%	5.75%	17.99%	5.16%	13.72%	7.96%	22.12%	3.83%
INTERNATIONAL BOUNDARY & WATER COMMISSION, US & MEXICO	222	#	1	0	0	0	0	0	0	1	0	0
		%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
INTERNATIONAL BOUNDARY COMMISSION: US & CANADA	15	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL JOINT COMMISSION US AND CANADA	17	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
INTERNATIONAL TRADE COMMISSION, US	377	#	2	0	0	0	0	0	1	0	1	0
		%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%
JAPAN-US. FRIENDSHIP COMMISSION	12	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	6	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
JUSTICE, DEPARTMENT OF THE	104,098	#	406	40	71	29	61	29	99	11	56	10
		%	0.39%	9.85%	17.49%	7.14%	15.02%	7.14%	24.38%	2.71%	13.79%	2.46%
LABOR, DEPARTMENT OF THE	15,380	#	207	35	32	15	35	19	25	4	39	3
		%	1.35%	16.91%	15.46%	7.25%	16.91%	9.18%	12.08%	1.93%	18.84%	1.45%
MARINE MAMMAL COMMISSION	21	#	1	0	0	0	0	0	0	1	0	0
		%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
MEDICARE PAYMENT ADVISORY COMMISSION	49	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
MERIT SYSTEMS PROTECTION BOARD, US	223	#	1	0	0	0	0	0	1	0	0	0
		%	0.45%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
MILLENNIUM CHALLENGE CORPORATION	135	#	1	0	0	0	0	0	0	0	1	0
		%	0.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
MORRIS K. UDALL FOUNDATION	43	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	18,786	#	177	22	29	12	34	24	21	3	25	7
		%	0.94%	12.43%	16.38%	6.78%	19.21%	13.56%	11.86%	1.69%	14.12%	3.95%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3,043	#	48	11	1		6		3	18	9	
		%	1.58%	22.92%	2.08%	0.00%	12.50%	0.00%	6.25%	37.50%	18.75%	0.00%
NATIONAL CAPITAL PLANNING COMMISSION	48	#	1								1	
		%	2.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
NATIONAL COMM. LIBRARIES AND INFORMATION SCIENCE	24	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL COUNCIL ON DISABILITY	28	#	4	1	1	1	1					
		%	14.29%	25.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL CREDIT UNION ADMINISTRATION	899	#	3	0	0	0	0	0	2	0	1	0
		%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%
NATIONAL ENDOWMENT FOR THE ARTS	170	#	2	0	0	1	0	0	0	0	1	0
		%	1.18%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
NATIONAL ENDOWMENT FOR THE HUMANITIES	182	#	3	1	0	0	0	0	0	1	1	0
		%	1.65%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%

TABLE A-6b
FY 2005 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE		PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
NATIONAL GALLERY OF ART	810	#	6	0	0	0	1	0	1	1	2	1
		%	0.74%	0.00%	0.00%	0.00%	16.67%	0.00%	16.67%	16.67%	33.33%	16.67%
NATIONAL LABOR RELATIONS BOARD	1,870	#	4	1	1	1	1					
		%	0.21%	25.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL MEDIATION BOARD	49	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL SCIENCE FOUNDATION	1,339	#	15	3	2		3	1	1		5	
		%	1.12%	20.00%	13.33%	0.00%	20.00%	6.67%	6.67%	0.00%	33.33%	0.00%
NATIONAL SECURITY COUNCIL	61	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NATIONAL TRANSPORTATION SAFETY BOARD	417	#	1	1	0	0	0	0	0	0	0	0
		%	0.24%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NAVAJO & HOPI INDIAN RELOCATION, OFFICE OF	49	#	2	0	1	0	0	0	0	0	1	0
		%	4.08%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
NUCLEAR REGULATORY COMMISSION, US	3,295	#	32	4	8	3	6		2	1	7	1
		%	0.97%	12.50%	25.00%	9.38%	18.75%	0.00%	6.25%	3.13%	21.88%	3.13%
NUCLEAR WASTE TECHNICAL REVIEW BOARD	25	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	57	#	1	0	0	0	0	0	0	0	0	1
		%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
OFFICE OF ADMINISTRATION	217	#	4	1	0	0	1	0	0	0	2	0
		%	1.84%	25.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	50.00%	0.00%
OFFICE OF GOVERNMENT ETHICS, US	74	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF MANAGEMENT AND BUDGET	477	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF NATIONAL DRUG CONTROL POLICY	123	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF PERSONNEL MANAGEMENT, US	5,107	#	40	7	3	4	7	2	5	3	8	1
		%	0.78%	17.50%	7.50%	10.00%	17.50%	5.00%	12.50%	7.50%	20.00%	2.50%
OFFICE OF SCIENCE AND TECHNOLOGY POLICY	30	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF SPECIAL COUNSEL, US	112	#	1	0	0	0	1	0	0	0	0	0
		%	0.89%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OFFICE OF U. S. TRADE REPRESENTATIVE	206	#	0	0	0	0	0	0	0	0	0	0
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
OVERSEAS PRIVATE INVESTMENT CORPORATION	209	#	2	0	1	0	0	0	0	0	1	0
		%	0.96%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
PEACE CORPS OF THE UNITED STATES	869	#	3	0	1	1	0	0	0	0	1	0
		%	0.35%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
PENSION BENEFIT GUARANTY COMMISSION	806	#	12	2	1	0	1	1	3	1	3	0
		%	1.49%	16.67%	8.33%	0.00%	8.33%	8.33%	25.00%	8.33%	25.00%	0.00%

TABLE A-6b (5)

TABLE A-6b
FY 2005 AGENCY PARTICIPATION OF INDIVIDUALS WITH TARGETED DISABILITIES BY DISABILITY *

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	PEOPLE WITH TARGETED DISABILITIES	DEAFNESS	BLINDNESS	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTAL RETARDATION	MENTAL ILLNESS	DISTORTION LIMB &/OR SPINE
PRESIDIO TRUST	339	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
RAILROAD RETIREMENT BOARD	1,007	# 11 % 1.09%	1 9.09%	2 18.18%	0 0.00%	1 9.09%	0 0.00%	2 18.18%	0 0.00%	5 45.45%	0 0.00%
SECURITIES AND EXCHANGE COMMISSION, US	3,907	# 44 % 1.13%	14 31.82%	4 9.09%	1 2.27%	5 11.36%	2 4.55%	6 13.64%	3 6.82%	8 18.18%	1 2.27%
SELECTIVE SERVICE SYSTEM	203	# 3 % 1.48%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	0 0.00%
SMALL BUSINESS ADMINISTRATION	4,322	# 38 % 0.88%	2 5.26%	3 7.89%	2 5.26%	6 15.79%	4 10.53%	8 21.05%	3 7.89%	9 23.68%	1 2.63%
SMITHSONIAN INSTITUTION	4,061	# 41 % 1.01%	7 17.07%	5 12.20%	1 2.44%	7 17.07%	7 0.00%	7 17.07%	4 9.76%	9 21.95%	1 2.44%
SOCIAL SECURITY ADMINISTRATION	66,147	# 1,391 % 2.10%	202 14.52%	337 24.23%	81 5.82%	236 16.97%	140 10.06%	117 8.41%	75 5.39%	162 11.65%	41 2.95%
STATE, DEPARTMENT OF THE	24,498	# 90 % 0.37%	14 15.56%	16 17.78%	7 7.78%	20 22.22%	1 1.11%	12 13.33%	4 4.44%	15 16.67%	1 1.11%
TAX COURT	206	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
TENNESSEE VALLEY AUTHORITY	12,703	# 70 % 0.55%	6 8.57%	4 5.71%	8 11.43%	16 22.86%	5 7.14%	8 11.43%	0 0.00%	15 21.43%	8 11.43%
TRADE AND DEVELOPMENT AGENCY	51	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
TRANSPORTATION, DEPARTMENT OF THE	53,878	# 298 % 0.55%	41 13.76%	35 11.74%	24 8.05%	58 19.46%	31 10.40%	39 13.09%	3 1.01%	61 20.47%	6 2.01%
TREASURY, DEPARTMENT OF THE	107,753	# 1,964 % 1.82%	297 15.12%	471 23.98%	79 4.02%	292 14.87%	110 5.60%	249 12.68%	63 3.21%	350 17.82%	53 2.70%
UNITED STATES INSTITUTE OF PEACE	114	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
UNITED STATES POSTAL SERVICE	701,979	# 6,166 % 0.88%	2,039 33.07%	108 1.75%	369 5.98%	155 2.51%	61 0.99%	777 12.60%	489 7.93%	2,072 33.60%	96 1.56%
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	15	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
VALLES CALDERA TRUST	37	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
VETERANS AFFAIRS, DEPARTMENT OF THE	235,042	# 3,566 % 1.52%	359 10.07%	442 12.39%	213 5.97%	350 9.81%	162 4.54%	519 14.55%	319 8.95%	1,129 31.66%	73 2.05%
VIETNAM EDUCATION FOUNDATION	8	# 0 % 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

*Includes data for those agencies which are provided by CPDF plus AAFES, TVA AND USPS; does not include data for intelligence gathering agencies. Separate data for "Native Hawaiian or Other Pacific Islander" was unavailable at time of publication. Percentages reflected are based on people with disabilities total and not the overall work force total and may not add to 100% due to rounding.

** Defense summary consists of data for those defense agencies shown in this table except Defense Nuclear Facilities Safety Board.

Table B-1 FY 2005 Total Work Force, Counselings, and Complaints							
Agency Name	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Agency for International Development	2,384	22	19	0.80%	18	15	0.63%
Armed Forces Retirement Home	447	4	4	0.89%	3	3	0.67%
Broadcasting Board of Governors	1,762	178	132	7.49%	31	29	1.65%
Central Intelligence Agency*	0	39	39	0.00%	21	21	0.00%
Commodity Futures Trading Commission	511	93	70	13.70%	1	1	0.20%
Consumer Product Safety Commission	421	6	6	1.43%	2	2	0.48%
Corporation for National and Community Service	581	9	9	1.55%	3	3	0.52%
Court Services and Offender Supervision Agency for the District of Columbia	1,095	6	6	0.55%	4	4	0.37%
Defense Army and Air Force Exchange	36,461	588	558	1.53%	138	132	0.36%
Defense Commissary Agency	15,923	234	215	1.35%	136	136	0.85%
Defense Contract Audit Agency	4,142	41	32	0.77%	25	21	0.51%
Defense Contract Management Agency	10,842	68	66	0.61%	38	36	0.33%
Defense Dependent Education Activity	17,570	66	66	0.38%	27	27	0.15%
Defense Finance and Accounting Service	13,483	175	167	1.24%	84	77	0.57%
Defense Human Resource Activity	802	4	4	0.50%	3	3	0.37%
Defense Information Systems Agency	5,041	27	24	0.48%	15	14	0.28%
Defense Intelligence Agency*	0	26	26	0.00%	10	10	0.00%
Defense Logistics Agency	20,650	516	481	2.33%	134	118	0.57%
Defense National Geospatial-Intelligence*	0	42	40	0.00%	22	22	0.00%
Defense National Guard Bureau	59,129	215	200	0.34%	60	58	0.10%
Defense National Security Agency*	0	71	71	0.00%	32	32	0.00%
Defense Nuclear Facilities Safety Board	89	0	0	0.00%	0	0	0.00%
Defense Office of the Inspector General	1,381	39	39	2.82%	6	6	0.43%
Defense Office of the Secretary	6,135	55	53	0.86%	29	29	0.47%
Defense Security Service	515	14	14	2.72%	9	9	1.75%
Defense Threat Reduction Agency	1,119	21	18	1.61%	11	9	0.80%
Defense Uniformed Services University	713	3	3	0.42%	1	1	0.14%
Department of Agriculture	120,047	1,239	1,106	0.92%	628	544	0.45%

Table B-1 (1)

Table B-1 FY 2005 Total Work Force, Counselings, and Complaints							
Agency Name	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Department of Commerce	41,548	329	315	0.76%	186	178	0.43%
Department of Education	4,436	86	81	1.83%	76	76	1.71%
Department of Energy	15,030	133	133	0.88%	75	71	0.47%
Department of Health and Human Services	64,643	537	512	0.79%	290	277	0.43%
Department of Homeland Security	157,522	2,221	2,154	1.37%	1,168	1,105	0.70%
Department of Housing and Urban Development	9,554	156	137	1.43%	105	100	1.05%
Department of Justice	106,982	1,902	1,828	1.71%	680	668	0.62%
Department of Labor	15,490	227	173	1.12%	144	118	0.76%
Department of State	18,580	98	98	0.53%	76	72	0.39%
Department of the Air Force	133,915	1,477	1,238	0.92%	602	555	0.41%
Department of the Army	225,612	2,174	2,060	0.91%	1,153	1,057	0.47%
Department of the Interior	76,268	506	427	0.56%	333	312	0.41%
Department of the Navy	187,535	1,267	1,246	0.66%	588	567	0.30%
Department of the Treasury	123,454	1,259	1,214	0.98%	613	577	0.47%
Department of Transportation	55,604	743	704	1.27%	408	376	0.68%
Department of Veterans Affairs	230,577	3,936	3,625	1.57%	2,128	1,953	0.85%
Environmental Protection Agency	17,631	113	97	0.55%	72	60	0.34%
EOP - National Drug Control Policy	123	0	0	0.00%	0	0	0.00%
EOP - Office of Administration	219	2	2	0.91%	2	2	0.91%
EOP - Office of Management and Budget	477	1	1	0.21%	0	0	0.00%
EOP - Office of the U.S. Trade Representative	202	0	0	0.00%	1	1	0.50%
Equal Employment Opportunity Commission	2,358	50	49	2.08%	26	26	1.10%
Export-Import Bank of the US	395	8	4	1.01%	2	2	0.51%
Farm Credit Administration	261	1	1	0.38%	0	0	0.00%
Federal Communications Commission	2,175	3	3	0.14%	3	3	0.14%
Federal Deposit Insurance Corporation	4,637	54	45	0.97%	30	30	0.65%
Federal Election Commission	389	4	4	1.03%	3	3	0.77%

Table B-1 (2)

Table B-1 FY 2005 Total Work Force, Counselings, and Complaints

Agency Name	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Federal Energy Regulatory Commission	1,286	10	9	0.70%	1	1	0.08%
Federal Housing Finance Board	134	2	1	0.75%	1	1	0.75%
Federal Labor Relations Authority	159	1	1	0.63%	1	1	0.63%
Federal Maritime Commission	122	14	14	11.48%	0	0	0.00%
Federal Mediation and Conciliation Service	300	3	3	1.00%	2	2	0.67%
Federal Reserve System--Board of Governors	1,868	22	22	1.18%	1	1	0.05%
Federal Retirement Thrift Investment Board	92	0	0	0.00%	0	0	0.00%
Federal Trade Commission	1,017	24	22	2.16%	2	2	0.20%
General Services Administration	12,812	144	137	1.07%	68	65	0.51%
Government Printing Office	2,372	36	32	1.35%	24	21	0.89%
Holocaust Memorial Museum U.S.	396	2	2	0.51%	0	0	0.00%
International Boundary and Water Commission	225	7	7	3.11%	6	6	2.67%
International Trade Commission	381	0	0	0.00%	0	0	0.00%
John F. Kennedy Center for the Performing Arts	1,073	5	5	0.47%	2	2	0.19%
Merit Systems Protection Board	225	2	2	0.89%	1	1	0.44%
National Aeronautics and Space Administration	18,891	59	59	0.31%	36	35	0.19%
National Archives and Records Administration	3,094	38	38	1.23%	10	10	0.32%
National Credit Union Administration	939	5	5	0.53%	5	5	0.53%
National Endowment for the Arts	161	47	39	24.22%	1	1	0.62%
National Endowment for the Humanities	160	0	0	0.00%	0	0	0.00%
National Gallery of Art	851	4	4	0.47%	0	0	0.00%
National Labor Relations Board	1,883	20	19	1.01%	4	4	0.21%
National Science Foundation	1,475	2	2	0.14%	1	1	0.07%
National Transportation Safety Board	432	9	8	1.85%	6	6	1.39%

Table B-1 FY 2005 Total Work Force, Counselings, and Complaints							
Agency Name	Total Work Force	Number Completed/ Ended Counselings	Number Individuals with Completed/ Ended Counselings	Counseled Individuals as % of Total Work Force	Number Complaints Filed	Number Complainants	Number Complainants as % of Total Work Force
Nuclear Regulatory Commission	3,309	27	24	0.73%	9	9	0.27%
Office of Personnel Management	5,183	81	52	1.00%	54	0	0.00%
Office of Special Counsel	111	0	0	0.00%	0	0	0.00%
Overseas Private Investment Corporation	201	1	1	0.50%	1	1	0.50%
Peace Corps	874	9	7	0.80%	6	3	0.34%
Pension Benefit Guaranty Corporation	814	19	19	2.33%	15	15	1.84%
Railroad Retirement Board	1,013	1	1	0.10%	0	0	0.00%
Securities and Exchange Commission	3,883	28	26	0.67%	17	17	0.44%
Selective Service System	146	2	2	1.37%	0	0	0.00%
Small Business Administration	4,574	55	55	1.20%	39	39	0.85%
Smithsonian Institution	6,058	33	27	0.45%	24	21	0.35%
Social Security Administration	66,463	793	713	1.07%	420	379	0.57%
Tennessee Valley Authority	12,703	126	121	0.95%	78	76	0.60%
U.S. Postal Service	800,742	18,349	16,933	2.11%	6,926	6,218	0.78%
U.S. Tax Court	234	2	2	0.85%	1	1	0.43%
Cabinet Level Subtotal	2,581,534	38,844	36,061	1.40%	16,959	15,564	0.60%
Midsized Agencies Subtotal	143,769	1,377	1,254	0.87%	767	705	0.49%
Small Agencies Subtotal	48,213	849	718	1.49%	291	226	0.47%
Grand Total	2,773,516	41,070	38,033	1.37%	18,017	16,495	0.59%

* Total work force numbers exclude employees who were not reported for national security reasons.

Table B-1 (4)

Table B-2 FY 2005 All Timely Completed Counselings

Agency Name	Total Number Completed/ Ended Counselings*	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed /Ended	% Timely Completed/ Ended Counselings (excluding remands)
Agency for International Development	22	22	5	6	0	11	50.00%
Armed Forces Retirement Home	4	4	0	3	0	3	75.00%
Broadcasting Board of Governors	178	178	171	4	2	177	99.44%
Central Intelligence Agency	39	39	13	21	2	36	92.31%
Commodity Futures Trading Commission	93	93	90	1	0	91	97.85%
Consumer Product Safety Commission	6	6	5	0	1	6	100.00%
Corporation for National and Community Service	9	9	2	3	3	8	88.89%
Court Services and Offender Supervision Agency for the District of Columbia	6	6	1	1	1	3	50.00%
Defense Army and Air Force Exchange	588	588	325	24	72	421	71.60%
Defense Commissary Agency	234	234	155	25	11	191	81.62%
Defense Contract Audit Agency	41	41	13	20	3	36	87.80%
Defense Contract Management Agency	68	68	19	27	12	58	85.29%
Defense Dependent Education Activity	66	66	16	1	0	17	25.76%
Defense Finance and Accounting Service	173	173	87	58	21	166	95.95%
Defense Human Resource Activity	4	4	1	3	0	4	100.00%
Defense Information Systems Agency	27	27	19	8	0	27	100.00%
Defense Intelligence Agency	26	26	1	6	15	22	84.62%
Defense Logistics Agency	516	516	426	27	35	488	94.57%
Defense National Geospatial-Intelligence	42	41	31	6	0	37	90.24%
Defense National Guard Bureau	215	215	133	8	3	144	66.98%
Defense National Security Agency	71	71	16	35	2	53	74.65%
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0	0.00%
Defense Office of the Inspector General	39	39	36	0	3	39	100.00%
Defense Office of the Secretary	55	55	23	22	2	47	85.45%
Defense Security Service	14	14	10	1	0	11	78.57%
Defense Threat Reduction Agency	21	21	17	0	2	19	90.48%
Defense Uniformed Services University	3	3	3	0	0	3	100.00%
Department of Agriculture	1,239	1,239	296	185	90	571	46.09%
Department of Commerce	329	329	71	127	14	212	64.44%

Table B-2 (1)

Table B-2 FY 2005 All Timely Completed Counselings

Agency Name	Total Number Completed/ Ended Counselings*	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed /Ended	% Timely Completed/ Ended Counselings (excluding remands)
Department of Education	86	86	24	59	3	86	100.00%
Department of Energy	133	133	40	5	3	48	36.09%
Department of Health and Human Services	537	537	182	138	66	386	71.88%
Department of Homeland Security	2,221	2,221	610	460	804	1,874	84.38%
Department of Housing and Urban Development	156	156	80	5	13	98	62.82%
Department of Justice	1,902	1,901	1,369	399	61	1,829	96.21%
Department of Labor	227	227	131	55	28	214	94.27%
Department of State	98	98	24	6	1	31	31.63%
Department of the Air Force	1,477	1,471	510	335	353	1,198	81.44%
Department of the Army	2,174	2,174	1,162	193	224	1,579	72.63%
Department of the Interior	506	505	227	194	33	454	89.90%
Department of the Navy	1,267	1,267	468	162	24	654	51.62%
Department of the Treasury	1,259	1,257	537	468	239	1,244	98.97%
Department of Transportation	743	743	181	0	52	233	31.36%
Department of Veterans Affairs	3,936	3,936	2,801	499	600	3,900	99.09%
Environmental Protection Agency	113	113	56	20	7	83	73.45%
EOP - National Drug Control Policy	0	0	0	0	0	0	0.00%
EOP - Office of Administration	2	2	1	1	0	2	100.00%
EOP - Office of Management and Budget	1	1	0	1	0	1	100.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0	0.00%
Equal Employment Opportunity Commission	50	50	20	10	13	43	86.00%
Export-Import Bank of the US	8	8	4	3	1	8	100.00%
Farm Credit Administration	1	1	1	0	0	1	100.00%
Federal Communications Commission	3	3	1	2	0	3	100.00%
Federal Deposit Insurance Corporation	54	54	24	0	22	46	85.19%
Federal Election Commission	4	4	0	1	1	2	50.00%
Federal Energy Regulatory Commission	10	10	4	0	0	4	40.00%
Federal Housing Finance Board	2	2	2	0	0	2	100.00%
Federal Labor Relations Authority	1	1	0	1	0	1	100.00%
Federal Maritime Commission	14	14	14	0	0	14	100.00%

Table B-2 (2)

Table B-2 FY 2005 All Timely Completed Counselings

Agency Name	Total Number Completed/ Ended Counselings*	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed /Ended	% Timely Completed/ Ended Counselings (excluding remands)
Federal Mediation and Conciliation Service	3	3	2	0	1	3	100.00%
Federal Reserve System--Board of Governors	22	22	22	0	0	22	100.00%
Federal Retirement Thrift Investment Board	0	0	0	0	0	0	0.00%
Federal Trade Commission	24	24	24	0	0	24	100.00%
General Services Administration	144	144	80	33	17	130	90.28%
Government Printing Office	36	36	16	5	1	22	61.11%
Holocaust Memorial Museum U.S.	2	2	1	0	1	2	100.00%
International Boundary and Water Commission	7	7	7	0	0	7	100.00%
International Trade Commission	0	0	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	5	5	1	4	0	5	100.00%
Merit Systems Protection Board	2	2	2	0	0	2	100.00%
National Aeronautics and Space Administration	59	59	31	12	13	56	94.92%
National Archives and Records Administration	38	38	17	4	17	38	100.00%
National Credit Union Administration	5	5	2	3	0	5	100.00%
National Endowment for the Arts	47	47	43	0	0	43	91.49%
National Endowment for the Humanities	0	0	0	0	0	0	0.00%
National Gallery of Art	4	4	0	3	0	3	75.00%
National Labor Relations Board	20	20	9	4	2	15	75.00%
National Science Foundation	2	2	0	0	2	2	100.00%
National Transportation Safety Board	9	8	0	0	0	0	0.00%
Nuclear Regulatory Commission	27	27	7	11	4	22	81.48%
Office of Personnel Management	81	81	47	16	0	63	77.78%
Office of Special Counsel	0	0	0	0	0	0	0.00%
Overseas Private Investment Corporation	1	1	0	1	0	1	100.00%
Peace Corps	9	9	0	0	0	0	0.00%
Pension Benefit Guaranty Corporation	19	19	1	8	1	10	52.63%
Railroad Retirement Board	1	1	1	0	0	1	100.00%
Securities and Exchange Commission	28	28	5	17	3	25	89.29%
Selective Service System	2	2	2	0	0	2	100.00%
Small Business Administration	55	55	7	32	1	40	72.73%

Table B-2 (3)

Table B-2 FY 2005 All Timely Completed Counselings

Agency Name	Total Number Completed/ Ended Counselings*	Total Number Completed/ Ended Counselings (excluding remands)	Number Timely within 30 Days	Number Timely with Written Extension	Number Timely with ADR Participation	Total Number Timely Completed /Ended	% Timely Completed/ Ended Counselings (excluding remands)
Smithsonian Institution	33	33	24	8	1	33	100.00%
Social Security Administration	793	793	187	295	109	591	74.53%
Tennessee Valley Authority	126	126	86	10	30	126	100.00%
U.S. Postal Service	18,349	18,339	4,344	3,250	7,298	14,892	81.20%
U.S. Tax Court	2	2	0	1	1	2	100.00%
Cabinet Level Subtotal	38,842	38,821	14,388	6,811	10,087	31,286	80.59%
Midsize Agencies Subtotal	1,377	1,377	495	410	200	1,105	80.25%
Small Agencies Subtotal	849	848	543	135	57	735	86.67%
Grand Total	41,068	41,046	15,426	7,356	10,344	33,126	80.70%

*The total number of completed/ended counselings differs from other Tables because the Defense and Finance Accounting Service did not correct the errors in its 462 report within the allotted time frame.

Table B-3 FY 2005 Outcomes of All Pre-Complaint Closures

Agency Name	Number Completed/Ended Counselings	Number Settlements	% Settlements	Number Withdrawals/ No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Resolutions	% Resolutions	Number Complaints	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Agency for International Development	22	0	0.00%	3	13.64%	3	13.64%	18	81.82%	1	4.55%
Armed Forces Retirement Home	4	1	25.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
Broadcasting Board of Governors	178	1	0.56%	146	82.02%	147	82.58%	31	17.42%	0	0.00%
Central Intelligence Agency..	39	3	7.69%	15	38.46%	18	46.15%	21	53.85%	0	0.00%
Commodity Futures Trading Commission	93	0	0.00%	92	98.92%	92	98.92%	1	1.08%	0	0.00%
Consumer Product Safety Commission	6	2	33.33%	2	33.33%	4	66.67%	2	33.33%	0	0.00%
Corporation for National and Community Service	9	1	11.11%	5	55.56%	6	66.67%	3	33.33%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	6	2	33.33%	0	0.00%	2	33.33%	4	66.67%	0	0.00%
Defense Army and Air Force Exchange	588	69	11.73%	389	66.16%	458	77.89%	130	22.11%	0	0.00%
Defense Commissary Agency	234	30	12.82%	47	20.09%	77	32.91%	150	64.10%	7	2.99%
Defense Contract Audit Agency	41	4	9.76%	12	29.27%	16	39.02%	23	56.10%	2	4.88%
Defense Contract Management Agency	68	7	10.29%	22	32.35%	29	42.65%	36	52.94%	3	4.41%
Defense Dependent Education Activity	66	6	9.09%	32	48.48%	38	57.58%	26	39.39%	2	3.03%
Defense Finance and Accounting Service	175	21	12.00%	64	36.57%	85	48.57%	83	47.43%	7	4.00%
Defense Human Resource Activity	4	0	0.00%	2	50.00%	2	50.00%	2	50.00%	0	0.00%
Defense Information Systems Agency	27	1	3.70%	8	29.63%	9	33.33%	16	59.26%	2	7.41%
Defense Intelligence Agency	26	10	38.46%	8	30.77%	18	69.23%	8	30.77%	0	0.00%
Defense Logistics Agency	516	79	15.31%	245	47.48%	324	62.79%	186	36.05%	6	1.16%
Defense National Geospatial-Intelligence	42	11	26.19%	14	33.33%	25	59.52%	17	40.48%	0	0.00%
Defense National Guard Bureau	215	37	17.21%	123	57.21%	160	74.42%	53	24.65%	2	0.93%
Defense National Security Agency	71	2	2.82%	37	52.11%	39	54.93%	27	38.03%	5	7.04%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	39	2	5.13%	31	79.49%	33	84.62%	6	15.38%	0	0.00%
Defense Office of the Secretary	55	5	9.09%	22	40.00%	27	49.09%	27	49.09%	1	1.82%
Defense Security Service	14	1	7.14%	4	28.57%	5	35.71%	9	64.29%	0	0.00%
Defense Threat Reduction Agency	21	0	0.00%	9	42.86%	9	42.86%	12	57.14%	0	0.00%
Defense Uniformed Services University	3	0	0.00%	2	66.67%	2	66.67%	1	33.33%	0	0.00%
Department of Agriculture	1,239	129	10.41%	497	40.11%	626	50.52%	563	45.44%	50	4.04%
Department of Commerce	329	18	5.47%	46	13.98%	64	19.45%	179	54.41%	86	26.14%
Department of Education	86	6	6.98%	26	30.23%	32	37.21%	54	62.79%	0	0.00%
Department of Energy	133	5	3.76%	43	32.33%	48	36.09%	74	55.64%	11	8.27%
Department of Health and Human Services	537	46	8.57%	204	37.99%	250	46.55%	257	47.86%	30	5.59%
Department of Homeland Security	2,221	199	8.96%	673	30.30%	872	39.26%	1,062	47.82%	287	12.92%
Department of Housing and Urban Development	156	10	6.41%	45	28.85%	55	35.26%	88	56.41%	13	8.33%
Department of Justice	1,902	156	8.20%	915	48.11%	1,071	56.31%	619	32.54%	212	11.15%
Department of Labor	227	10	4.41%	30	13.22%	40	17.62%	179	78.85%	8	3.52%
Department of State	98	12	12.24%	14	14.29%	26	26.53%	71	72.45%	1	1.02%
Department of the Air Force	1,477	279	18.89%	588	39.81%	867	58.70%	586	39.68%	24	1.62%

Table B-3 (1)

Table B-3 FY 2005 Outcomes of All Pre-Complaint Closures

Agency Name	Number Completed/Ended Counselings	Number Settlements	% Settlements	Number Withdrawals/ No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Resolutions	% Resolutions	Number Complaints	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
Department of the Army	2,174	277	12.74%	718	33.03%	995	45.77%	1,108	50.97%	71	3.27%
Department of the Interior	506	60	11.86%	157	31.03%	217	42.89%	265	52.37%	24	4.74%
Department of the Navy	1,267	152	12.00%	504	39.78%	656	51.78%	588	46.41%	23	1.82%
Department of the Treasury	1,259	194	15.41%	258	20.49%	452	35.90%	596	47.34%	211	16.78%
Department of Transportation	743	57	7.67%	262	35.26%	319	42.93%	374	50.34%	50	6.73%
Department of Veterans Affairs	3,936	147	3.73%	1,651	41.95%	1,798	45.68%	1,975	50.18%	163	4.14%
Environmental Protection Agency	113	1	0.88%	14	12.39%	15	13.27%	97	85.84%	1	0.88%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%
EOP - Office of Management and Budget	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	50	7	14.00%	16	32.00%	23	46.00%	25	50.00%	2	4.00%
Export-Import Bank of the US	8	0	0.00%	0	0.00%	0	0.00%	8	100.00%	0	0.00%
Farm Credit Administration	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Federal Communications Commission	3	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%
Federal Deposit Insurance Corporation	54	6	11.11%	22	40.74%	28	51.85%	23	42.59%	3	5.56%
Federal Election Commission	4	1	25.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%
Federal Energy Regulatory Commission	10	0	0.00%	0	0.00%	0	0.00%	10	100.00%	0	0.00%
Federal Housing Finance Board	2	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%
Federal Labor Relations Authority	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Federal Maritime Commission	14	0	0.00%	14	100.00%	14	100.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	3	1	33.33%	0	0.00%	1	33.33%	2	66.67%	0	0.00%
Federal Reserve System--Board of Governors	22	1	4.55%	20	90.91%	21	95.45%	1	4.55%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	24	1	4.17%	20	83.33%	21	87.50%	2	8.33%	1	4.17%
General Services Administration	144	19	13.19%	53	36.81%	72	50.00%	67	46.53%	5	3.47%
Government Printing Office	36	0	0.00%	12	33.33%	12	33.33%	24	66.67%	0	0.00%
Holocaust Memorial Museum U.S.	2	1	50.00%	1	50.00%	2	100.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	7	0	0.00%	1	14.29%	1	14.29%	6	85.71%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	5	0	0.00%	3	60.00%	3	60.00%	2	40.00%	0	0.00%
Merit Systems Protection Board	2	0	0.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	59	6	10.17%	15	25.42%	21	35.59%	38	61.02%	2	3.39%

Table B-3 FY 2005 Outcomes of All Pre-Complaint Closures

Agency Name	Number Completed/Ended Counselings	Number Settlements	% Settlements	Number Withdrawals/ No Complaints Filed	% Withdrawals/No Complaints Filed	Total Number Resolutions	% Resolutions	Number Complaints	% Complaints	Number Decision to File Complaint Pending	% Decision to File Complaint Pending
National Archives and Records Administration	38	17	44.74%	10	26.32%	27	71.05%	11	28.95%	0	0.00%
National Credit Union Administration	5	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%
National Endowment for the Arts	47	40	85.11%	0	0.00%	40	85.11%	7	14.89%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	4	3	75.00%	1	25.00%	4	100.00%	0	0.00%	0	0.00%
National Labor Relations Board	20	4	20.00%	9	45.00%	13	65.00%	4	20.00%	3	15.00%
National Science Foundation	2	0	0.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
National Transportation Safety Board	9	0	0.00%	0	0.00%	0	0.00%	9	100.00%	0	0.00%
Nuclear Regulatory Commission	27	5	18.52%	11	40.74%	16	59.26%	9	33.33%	2	7.41%
Office of Personnel Management	81	2	2.47%	33	40.74%	35	43.21%	45	55.56%	1	1.23%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Peace Corps	9	0	0.00%	2	22.22%	2	22.22%	6	66.67%	1	11.11%
Pension Benefit Guaranty Corporation	19	1	5.26%	1	5.26%	2	10.53%	15	78.95%	2	10.53%
Railroad Retirement Board	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	28	1	3.57%	13	46.43%	14	50.00%	14	50.00%	0	0.00%
Selective Service System	2	0	0.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
Small Business Administration	55	4	7.27%	23	41.82%	27	49.09%	24	43.64%	4	7.27%
Smithsonian Institution	33	1	3.03%	8	24.24%	9	27.27%	22	66.67%	2	6.06%
Social Security Administration	793	73	9.21%	287	36.19%	360	45.40%	416	52.46%	17	2.14%
Tennessee Valley Authority	126	20	15.87%	19	15.08%	39	30.95%	76	60.32%	11	8.73%
U.S. Postal Service	18,349	5,385	29.35%	5,804	31.63%	11,189	60.98%	6,836	37.26%	324	1.77%
U.S. Tax Court	2	0	0.00%	1	50.00%	1	50.00%	1	50.00%	0	0.00%
Cabinet Level Subtotal	38,844	7,427	19.12%	13,506	34.77%	20,933	53.89%	16,286	41.93%	1,625	4.18%
Midsized Agencies Subtotal	1,377	130	9.44%	441	32.03%	571	41.47%	761	55.27%	45	3.27%
Small Agencies Subtotal	849	95	11.19%	439	51.71%	534	62.90%	301	35.45%	14	1.65%
Grand Total	41,070	7,652	18.63%	14,386	35.03%	22,038	53.66%	17,348	42.24%	1,684	4.10%

Table B-4 FY 2005 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Completed/ Ended Counselings	Number Counselings Initiated	Number Counselings Offered ADR	% Counselings Offered ADR of Completed/ Ended Counselings	% Counselings Offered ADR of Counselings Initiated	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Counselings Accepted into ADR	% Counselings Accepted into ADR of Counselings Initiated	% Counselings Accepted into ADR of Completed/ Ended Counselings
Agency for International Development	22	20	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Armed Forces Retirement Home	4	4	4	100.00%	100.00%	4	0	0	0.00%	0.00%
Broadcasting Board of Governors	178	179	178	100.00%	99.44%	174	0	4	2.23%	2.25%
Central Intelligence Agency	39	36	27	69.23%	75.00%	24	0	3	8.33%	7.69%
Commodity Futures Trading Commission	93	93	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Consumer Product Safety Commission	6	5	5	83.33%	100.00%	5	0	0	0.00%	0.00%
Corporation for National and Community Service	9	10	8	88.89%	80.00%	5	0	3	30.00%	33.33%
Court Services and Offender Supervision Agency for the District of Columbia	6	11	6	100.00%	54.55%	1	0	5	45.45%	83.33%
Defense Army and Air Force Exchange	588	583	498	84.69%	85.42%	411	4	83	14.24%	14.12%
Defense Commissary Agency	234	236	140	59.83%	59.32%	69	9	62	26.27%	26.50%
Defense Contract Audit Agency	41	40	7	17.07%	17.50%	1	0	6	15.00%	14.63%
Defense Contract Management Agency	68	72	70	102.94%	97.22%	45	5	20	27.78%	29.41%
Defense Dependent Education Activity	66	63	12	18.18%	19.05%	2	0	10	15.87%	15.15%
Defense Finance and Accounting Service	175	147	105	60.00%	71.43%	63	9	33	22.45%	18.86%
Defense Human Resource Activity	4	3	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Information Systems Agency	27	30	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Intelligence Agency	26	37	15	57.69%	40.54%	0	0	15	40.54%	57.69%
Defense Logistics Agency	516	489	499	96.71%	102.04%	448	0	51	10.43%	9.88%
Defense National Geospatial-Intelligence	42	42	23	54.76%	54.76%	1	10	12	28.57%	28.57%
Defense National Guard Bureau	215	211	63	29.30%	29.86%	34	1	28	13.27%	13.02%
Defense National Security Agency	71	61	60	84.51%	98.36%	57	1	2	3.28%	2.82%
Defense Nuclear Facilities Safety Board	0	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Office of the Inspector General	39	42	39	100.00%	92.86%	36	0	3	7.14%	7.69%
Defense Office of the Secretary	55	55	55	100.00%	100.00%	47	1	7	12.73%	12.73%
Defense Security Service	14	12	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Threat Reduction Agency	21	21	21	100.00%	100.00%	19	0	2	9.52%	9.52%
Defense Uniformed Services University	3	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%

Table B-4 (1)

Table B-4 FY 2005 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Completed/ Ended Counselings	Number Counselings Initiated	Number Counselings Offered ADR	% Counselings Offered ADR of Completed/ Ended Counselings	% Counselings Offered ADR of Counselings Initiated	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Counselings Accepted into ADR	% Counselings Accepted into ADR of Counselings Initiated	% Counselings Accepted into ADR of Completed/ Ended Counselings
Department of Agriculture	1,239	1204	788	63.60%	65.45%	402	14	372	30.90%	30.02%
Department of Commerce	329	315	233	70.82%	73.97%	175	18	40	12.70%	12.16%
Department of Education	86	73	86	100.00%	117.81%	81	2	3	4.11%	3.49%
Department of Energy	133	136	134	100.75%	98.53%	118	0	16	11.76%	12.03%
Department of Health and Human Services	537	532	517	96.28%	97.18%	339	43	135	25.38%	25.14%
Department of Homeland Security	2,221	2381	1,870	84.20%	78.54%	931	18	921	38.68%	41.47%
Department of Housing and Urban Development	156	156	152	97.44%	97.44%	102	18	32	20.51%	20.51%
Department of Justice	1,902	2255	749	39.38%	33.22%	646	30	73	3.24%	3.84%
Department of Labor	227	234	242	106.61%	103.42%	162	11	69	29.49%	30.40%
Department of State	98	125	160	163.27%	128.00%	133	4	23	18.40%	23.47%
Department of the Air Force	1,477	1478	1,051	71.16%	71.11%	479	86	486	32.88%	32.90%
Department of the Army	2,174	2135	1,196	55.01%	56.02%	696	0	500	23.42%	23.00%
Department of the Interior	506	442	358	70.75%	81.00%	294	2	62	14.03%	12.25%
Department of the Navy	1,267	1240	305	24.07%	24.60%	149	18	138	11.13%	10.89%
Department of the Treasury	1,259	1207	1,175	93.33%	97.35%	766	123	286	23.70%	22.72%
Department of Transportation	743	754	740	99.60%	98.14%	513	126	101	13.40%	13.59%
Department of Veterans Affairs	3,936	3974	1,463	37.17%	36.81%	787	0	676	17.01%	17.17%
Environmental Protection Agency	113	105	96	84.96%	91.43%	71	17	8	7.62%	7.08%
EOP - National Drug Control Policy	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
EOP - Office of Administration	2	2	0	0.00%	0.00%	0	0	0	0.00%	0.00%
EOP - Office of Management and Budget	1	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Equal Employment Opportunity Commission	50	44	44	88.00%	100.00%	28	2	14	31.82%	28.00%
Export-Import Bank of the US	8	2	2	25.00%	100.00%	1	0	1	50.00%	12.50%
Farm Credit Administration	1	1	1	100.00%	100.00%	1	0	0	0.00%	0.00%
Federal Communications Commission	3	3	1	33.33%	33.33%	0	0	1	33.33%	33.33%
Federal Deposit Insurance Corporation	54	52	48	88.89%	92.31%	24	0	24	46.15%	44.44%
Federal Election Commission	4	8	2	50.00%	25.00%	0	1	1	12.50%	25.00%

Table B-4 (2)

Table B-4 FY 2005 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Completed/ Ended Counselings	Number Counselings Initiated	Number Counselings Offered ADR	% Counselings Offered ADR of Completed/ Ended Counselings	% Counselings Offered ADR of Counselings Initiated	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Counselings Accepted into ADR	% Counselings Accepted into ADR of Counselings Initiated	% Counselings Accepted into ADR of Completed/ Ended Counselings
Federal Energy Regulatory Commission	10	10	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Housing Finance Board	2	2	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Labor Relations Authority	1	1	1	100.00%	100.00%	1	0	0	0.00%	0.00%
Federal Maritime Commission	14	14	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Mediation and Conciliation Service	3	3	1	33.33%	33.33%	0	0	1	33.33%	33.33%
Federal Reserve System--Board of Governors	22	22	17	77.27%	77.27%	16	0	1	4.55%	4.55%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Trade Commission	24	24	24	100.00%	100.00%	23	0	1	4.17%	4.17%
General Services Administration	144	142	116	80.56%	81.69%	81	2	33	23.24%	22.92%
Government Printing Office	36	34	17	47.22%	50.00%	14	2	1	2.94%	2.78%
Holocaust Memorial Museum U.S.	2	1	1	50.00%	100.00%	0	0	1	100.00%	50.00%
International Boundary and Water Commission	7	6	8	114.29%	133.33%	8	0	0	0.00%	0.00%
International Trade Commission	0	2	2	0.00%	100.00%	2	0	0	0.00%	0.00%
John F. Kennedy Center for the Performing Arts	5	5	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Merit Systems Protection Board	2	2	1	50.00%	50.00%	0	0	1	50.00%	50.00%
National Aeronautics and Space Administration	59	59	64	108.47%	108.47%	42	0	22	37.29%	37.29%
National Archives and Records Administration	38	41	28	73.68%	68.29%	5	4	19	46.34%	50.00%
National Credit Union Administration	5	9	5	100.00%	55.56%	3	2	0	0.00%	0.00%
National Endowment for the Arts	47	47	1	2.13%	2.13%	1	0	0	0.00%	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Gallery of Art	4	8	8	200.00%	100.00%	8	0	0	0.00%	0.00%
National Labor Relations Board	20	19	9	45.00%	47.37%	6	0	3	15.79%	15.00%
National Science Foundation	2	3	3	150.00%	100.00%	1	0	2	66.67%	100.00%
National Transportation Safety Board	9	10	3	33.33%	30.00%	3	0	0	0.00%	0.00%
Nuclear Regulatory Commission	27	22	9	33.33%	40.91%	0	3	6	27.27%	22.22%
Office of Personnel Management	81	65	64	79.01%	98.46%	63	1	0	0.00%	0.00%
Office of Special Counsel	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%

Table B-4 (3)

Table B-4 FY 2005 Pre-Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Completed/ Ended Counselings	Number Counselings Initiated	Number Counselings Offered ADR	% Counselings Offered ADR of Completed/ Ended Counselings	% Counselings Offered ADR of Counselings Initiated	Number Offers Rejected by Individual	Number Offers Rejected by Agency	Total Counselings Accepted into ADR	% Counselings Accepted into ADR of Counselings Initiated	% Counselings Accepted into ADR of Completed/ Ended Counselings
Overseas Private Investment Corporation	1	2	2	200.00%	100.00%	2	0	0	0.00%	0.00%
Peace Corps	9	4	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Pension Benefit Guaranty Corporation	19	17	19	100.00%	111.76%	17	0	2	11.76%	10.53%
Railroad Retirement Board	1	0	1	100.00%	0.00%	1	0	0	0.00%	0.00%
Securities and Exchange Commission	28	32	32	114.29%	100.00%	26	2	4	12.50%	14.29%
Selective Service System	2	2	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Small Business Administration	55	51	9	16.36%	17.65%	3	2	4	7.84%	7.27%
Smithsonian Institution	33	35	35	106.06%	100.00%	28	5	2	5.71%	6.06%
Social Security Administration	793	804	717	90.42%	89.18%	431	146	140	17.41%	17.65%
Tennessee Valley Authority	126	126	49	38.89%	38.89%	0	18	31	24.60%	24.60%
U.S. Postal Service	18,349	17,916	16,722	91.13%	93.34%	2,469	225	14,028	78.30%	76.45%
U.S. Tax Court	2	2	1	50.00%	50.00%	0	0	1	50.00%	50.00%
Cabinet Level Subtotal	38,844	38,702	29,548	76.07%	76.35%	10,475	778	18,295	47.27%	47.10%
Midsized Agencies Subtotal	1,377	1,374	1,134	82.35%	82.53%	680	190	264	19.21%	19.17%
Small Agencies Subtotal	849	828	535	63.02%	64.61%	443	17	75	9.06%	8.83%
Grand Total	41,070	40,904	31,217	76.01%	76.32%	11,598	985	18,634	45.56%	45.37%

Table B-4 (4)

Table B-5 FY 2005 ADR Pre-Complaint Resolutions

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%
Broadcasting Board of Governors	4	0	0.00%	4	100.00%	4	100.00%
Central Intelligence Agency	3	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	1	1	100.00%	0	0.00%	1	100.00%
Corporation for National and Community Service	3	1	33.33%	0	0.00%	1	33.33%
Court Services and Offender Supervision Agency for the District of Columbia	4	2	50.00%	0	0.00%	2	50.00%
Defense Army and Air Force Exchange	78	32	41.03%	12	15.38%	44	56.41%
Defense Commissary Agency	62	26	41.94%	13	20.97%	39	62.90%
Defense Contract Audit Agency	4	2	50.00%	0	0.00%	2	50.00%
Defense Contract Management Agency	21	7	33.33%	2	9.52%	9	42.86%
Defense Dependent Education Activity	10	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	27	18	66.67%	2	7.41%	20	74.07%
Defense Human Resource Activity	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	15	10	66.67%	0	0.00%	10	66.67%
Defense Logistics Agency	48	41	85.42%	2	4.17%	43	89.58%
Defense National Geospatial-Intelligence	12	11	91.67%	1	8.33%	12	100.00%
Defense National Guard Bureau	27	11	40.74%	9	33.33%	20	74.07%
Defense National Security Agency	2	2	100.00%	0	0.00%	2	100.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	3	2	66.67%	0	0.00%	2	66.67%
Defense Office of the Secretary	7	4	57.14%	0	0.00%	4	57.14%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	2	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	387	57	14.73%	28	7.24%	85	21.96%
Department of Commerce	36	11	30.56%	9	25.00%	20	55.56%
Department of Education	3	3	100.00%	0	0.00%	3	100.00%
Department of Energy	15	1	6.67%	3	20.00%	4	26.67%
Department of Health and Human Services	137	22	16.06%	26	18.98%	48	35.04%
Department of Homeland Security	906	164	18.10%	334	36.87%	498	54.97%
Department of Housing and Urban Development	30	4	13.33%	18	60.00%	22	73.33%
Department of Justice	77	42	54.55%	15	19.48%	57	74.03%

Table B-5 (1)

Table B-5 FY 2005 ADR Pre-Complaint Resolutions

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions
Department of Labor	64	10	15.63%	4	6.25%	14	21.88%
Department of State	12	7	58.33%	0	0.00%	7	58.33%
Department of the Air Force	477	233	48.85%	82	17.19%	315	66.04%
Department of the Army	494	198	40.08%	107	21.66%	305	61.74%
Department of the Interior	55	27	49.09%	6	10.91%	33	60.00%
Department of the Navy	155	23	14.84%	6	3.87%	29	18.71%
Department of the Treasury	314	133	42.36%	56	17.83%	189	60.19%
Department of Transportation	112	34	30.36%	19	16.96%	53	47.32%
Department of Veterans Affairs	602	100	16.61%	331	54.98%	431	71.59%
Environmental Protection Agency	9	1	11.11%	0	0.00%	1	11.11%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	16	7	43.75%	0	0.00%	7	43.75%
Export-Import Bank of the US	1	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	22	6	27.27%	5	22.73%	11	50.00%
Federal Election Commission	1	1	100.00%	0	0.00%	1	100.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	1	1	100.00%	0	0.00%	1	100.00%
Federal Reserve System--Board of Governors	1	1	100.00%	0	0.00%	1	100.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	33	13	39.39%	4	12.12%	17	51.52%
Government Printing Office	1	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	1	1	100.00%	0	0.00%	1	100.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	1	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	16	3	18.75%	1	6.25%	4	25.00%

Table B-5 (2)

Table B-5 FY 2005 ADR Pre-Complaint Resolutions

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals/ No Complaints Filed	% ADR Withdrawals/ No Complaints Filed	Number ADR Resolutions	% ADR Resolutions
National Archives and Records Administration	18	13	72.22%	2	11.11%	15	83.33%
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	3	1	33.33%	0	0.00%	1	33.33%
National Science Foundation	2	0	0.00%	2	100.00%	2	100.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	5	2	40.00%	1	20.00%	3	60.00%
Office of Personnel Management	1	1	100.00%	0	0.00%	1	100.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	2	1	50.00%	0	0.00%	1	50.00%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	4	0	0.00%	1	25.00%	1	25.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	8	1	12.50%	1	12.50%	2	25.00%
Smithsonian Institution	1	0	0.00%	1	100.00%	1	100.00%
Social Security Administration	149	56	37.58%	19	12.75%	75	50.34%
Tennessee Valley Authority	30	5	16.67%	14	46.67%	19	63.33%
U.S. Postal Service	14,140	4,710	33.31%	2,231	15.78%	6,941	49.09%
U.S. Tax Court	1	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	18,334	5,945	32.43%	3,316	18.09%	9,261	50.51%
Midsized Agencies Subtotal	268	85	31.72%	45	16.79%	130	48.51%
Small Agencies Subtotal	75	33	44.00%	10	13.33%	43	57.33%
Grand Total	18,677	6,063	32.46%	3,371	18.05%	9,434	50.51%

Table B-6 FY 2005 Benefits Provided in All Pre-Complaint Settlements

Agency Name	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed Counselings with Non-Monetary Benefits	% Completed Counselings with Non-Monetary Benefits	Number Completed Counselings with Monetary Benefits	% Completed Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Agency for International Development	22	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Armed Forces Retirement Home	4	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Broadcasting Board of Governors	178	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Central Intelligence Agency	39	3	2	66.67%	1	33.33%	\$7,500.00	\$2,500.00	\$7,500.00
Commodity Futures Trading Commission	93	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Consumer Product Safety Commission	6	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Corporation for National and Community Service	9	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Court Services and Offender Supervision Agency for the District of Columbia	6	2	1	50.00%	1	50.00%	\$1,000.00	\$500.00	\$1,000.00
Defense Army and Air Force Exchange	588	69	65	94.20%	4	5.80%	\$2,145.71	\$31.10	\$536.43
Defense Commissary Agency	234	30	30	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Contract Audit Agency	41	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Contract Management Agency	68	7	6	85.71%	1	14.29%	\$3,300.00	\$471.43	\$3,300.00
Defense Dependent Education Activity	66	6	4	66.67%	2	33.33%	\$24,000.00	\$4,000.00	\$12,000.00
Defense Finance and Accounting Service	175	21	20	95.24%	1	4.76%	\$200.00	\$9.52	\$200.00
Defense Human Resource Activity	4	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Information Systems Agency	27	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Intelligence Agency	26	10	10	100.00%	3	30.00%	\$25,000.00	\$2,500.00	\$8,333.33
Defense Logistics Agency	516	79	76	96.20%	7	8.86%	\$10,735.21	\$135.89	\$1,533.60
Defense National Geospatial-Intelligence	42	11	9	81.82%	3	27.27%	\$9,790.00	\$890.00	\$3,263.33
Defense National Guard Bureau*	215	37	45	121.62%	1	2.70%	\$5,000.00	\$135.14	\$5,000.00
Defense National Security Agency	71	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Inspector General	39	2	2	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Office of the Secretary	55	5	5	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00

Table B-6 (1)

Table B-6 FY 2005 Benefits Provided in All Pre-Complaint Settlements

Agency Name	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed Counselings with Non-Monetary Benefits	% Completed Counselings with Non-Monetary Benefits	Number Completed Counselings with Monetary Benefits	% Completed Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Defense Security Service	14	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Threat Reduction Agency	21	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Defense Uniformed Services University	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Agriculture	1,239	129	122	94.57%	29	22.48%	\$141,787.50	\$1,099.13	\$4,889.22
Department of Commerce	329	18	13	72.22%	5	27.78%	\$99,000.00	\$5,500.00	\$19,800.00
Department of Education	86	6	6	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Energy	133	5	5	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Health and Human Services	537	46	40	86.96%	7	15.22%	\$46,626.00	\$1,013.61	\$6,660.86
Department of Homeland Security	2,221	199	196	98.49%	10	5.03%	\$20,058.00	\$100.79	\$2,005.80
Department of Housing and Urban Development	156	10	10	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Department of Justice	1,902	156	156	100.00%	4	2.56%	\$22,180.00	\$142.18	\$5,545.00
Department of Labor	227	10	8	80.00%	3	30.00%	\$18,999.00	\$1,899.90	\$6,333.00
Department of State	98	12	9	75.00%	3	25.00%	\$36,000.00	\$3,000.00	\$12,000.00
Department of the Air Force	1,477	279	274	98.21%	27	9.68%	\$92,421.29	\$331.26	\$3,423.01
Department of the Army	2,174	277	274	98.92%	28	10.11%	\$201,449.11	\$727.25	\$7,194.61
Department of the Interior	506	60	54	90.00%	11	18.33%	\$64,114.71	\$1,068.58	\$5,828.61
Department of the Navy	1,267	152	146	96.05%	12	7.89%	\$97,761.00	\$643.16	\$8,146.75
Department of the Treasury	1,259	194	179	92.27%	15	7.73%	\$77,075.32	\$397.30	\$5,138.35
Department of Transportation	743	57	52	91.23%	5	8.77%	\$17,443.00	\$306.02	\$3,488.60
Department of Veterans Affairs	3,936	147	147	100.00%	7	4.76%	\$169,283.00	\$1,151.59	\$24,183.29
Environmental Protection Agency	113	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
EOP - National Drug Control Policy	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
EOP - Office of Administration	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
EOP - Office of Management and Budget	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Equal Employment Opportunity Commission	50	7	7	100.00%	1	14.29%	\$2,000.00	\$285.71	\$2,000.00
Export-Import Bank of the US	8	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Farm Credit Administration	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Communications Commission	3	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00

Table B-6 (2)

Table B-6 FY 2005 Benefits Provided in All Pre-Complaint Settlements

Agency Name	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed Counselings with Non-Monetary Benefits	% Completed Counselings with Non-Monetary Benefits	Number Completed Counselings with Monetary Benefits	% Completed Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Federal Deposit Insurance Corporation	54	6	6	100.00%	1	16.67%	\$1,000.00	\$166.67	\$1,000.00
Federal Election Commission	4	1	1	100.00%	1	100.00%	\$12,932.13	\$12,932.13	\$12,932.13
Federal Energy Regulatory Commission	10	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Housing Finance Board	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Labor Relations Authority	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Maritime Commission	14	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Mediation and Conciliation Service	3	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Reserve System--Board of Governors	22	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Federal Trade Commission	24	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
General Services Administration	144	19	19	100.00%	4	21.05%	\$5,500.00	\$289.47	\$1,375.00
Government Printing Office	36	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	2	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Boundary and Water Commission	7	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
International Trade Commission	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Merit Systems Protection Board	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Aeronautics and Space Administration	59	6	6	100.00%	1	16.67%	\$1,000.00	\$166.67	\$1,000.00
National Archives and Records Administration	38	17	17	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Credit Union Administration	5	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Endowment for the Arts	47	40	40	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Gallery of Art	4	3	3	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Labor Relations Board	20	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Science Foundation	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
National Transportation Safety Board	9	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00

Table B-6 (3)

Table B-6 FY 2005 Benefits Provided in All Pre-Complaint Settlements

Agency Name	Total Number Completed/ Ended Counselings	Total Number Settlements	Number Completed Counselings with Non-Monetary Benefits	% Completed Counselings with Non-Monetary Benefits	Number Completed Counselings with Monetary Benefits	% Completed Counselings with Monetary Benefits	Total Amount of Monetary Benefits	Average Monetary Benefits Per Total Settlements	Average Monetary Benefits Per Settlements With Monetary Benefits
Nuclear Regulatory Commission	27	5	4	80.00%	1	20.00%	\$20,693.00	\$4,138.60	\$20,693.00
Office of Personnel Management	81	2	2	100.00%	1	50.00%	\$960.00	\$480.00	\$960.00
Office of Special Counsel	0	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Overseas Private Investment Corporation	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Peace Corps	9	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	19	1	1	100.00%	1	100.00%	\$8,000.00	\$8,000.00	\$8,000.00
Railroad Retirement Board	1	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Securities and Exchange Commission	28	1	1	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Selective Service System	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Small Business Administration	55	4	4	100.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Smithsonian Institution	33	1	1	100.00%	1	100.00%	\$20,000.00	\$20,000.00	\$20,000.00
Social Security Administration	793	73	73	100.00%	2	2.74%	\$443.47	\$6.07	\$221.74
Tennessee Valley Authority	126	20	16	80.00%	4	20.00%	\$19,706.89	\$985.34	\$4,926.72
U.S. Postal Service	18,349	5,385	5,163	95.88%	377	7.00%	\$418,522.33	\$77.72	\$1,110.14
U.S. Tax Court	2	0	0	0.00%	0	0.00%	\$0.00	\$0.00	\$0.00
Cabinet Level Subtotal	38,844	7,427	7,134	96.05%	565	7.61%	\$1,602,891.18	\$215.82	\$2,836.98
Midsized Agencies Subtotal	1,377	130	126	96.92%	13	10.00%	\$47,650.36	\$366.54	\$3,665.41
Small Agencies Subtotal	849	95	92	96.84%	7	7.37%	\$53,085.13	\$558.79	\$7,583.59
Grand Total	41,070	7,652	7,352	96.08%	585	7.65%	\$1,703,626.67	\$222.64	\$2,912.18

*The total number completed counselings is inconsistent with the completed counselings with non-monetary benefits. Defense National Guard Bureau did not correct the errors in its 462 report within the allotted time frame.

Table B-7 FY 2005 Agency Timeliness Indicators (totals with and without USPS data)														
Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Decision) from Date Complaint Filed/Remanded
Agency for International Development	22	11	50.00%	8	2	25.00%	296.13	11	636.55	1	0	0.00%	423.00	681.00
Armed Forces Retirement Home	4	3	75.00%	4	0	0.00%	379.50	2	181.00	0	0	0.00%	0.00	0.00
Broadcasting Board of Governors	178	177	99.44%	18	13	72.22%	135.61	49	406.76	4	4	100.00%	20.25	239.00
Central Intelligence Agency	39	36	92.31%	8	6	75.00%	205.63	20	488.90	6	6	100.00%	45.50	301.17
Commodity Futures Trading Commission	93	91	97.85%	1	1	100.00%	132.00	2	494.00	0	0	0.00%	0.00	0.00
Consumer Product Safety Commission	6	6	100.00%	3	3	100.00%	101.67	1	111.00	0	0	0.00%	0.00	0.00
Corporation for National and Community Service	9	8	88.89%	3	3	100.00%	237.33	1	100.00	0	0	0.00%	0.00	0.00
Court Services and Offender Supervision Agency	6	3	50.00%	2	2	100.00%	241.00	4	391.75	2	0	0.00%	151.00	737.00
Defense Army and Air Force Exchange	588	421	71.60%	59	16	27.12%	274.98	162	385.50	25	9	36.00%	361.28	595.28
Defense Commissary Agency	234	191	81.62%	105	56	53.33%	201.16	176	243.26	40	40	100.00%	45.08	362.83
Defense Contract Audit Agency	41	36	87.80%	18	7	38.89%	268.39	22	624.45	5	5	100.00%	28.60	627.00
Defense Contract Management Agency	68	58	85.29%	28	10	35.71%	310.93	46	489.72	4	1	25.00%	404.50	811.00
Defense Dependent Education Activity	66	17	25.76%	22	7	31.82%	220.05	31	482.48	5	3	60.00%	64.40	386.60
Defense Finance and Accounting Service	173	166	95.95%	50	43	86.00%	160.10	110	372.36	15	6	40.00%	195.40	196.40
Defense Human Resource Activity	4	4	100.00%	4	4	100.00%	151.00	1	291.00	1	0	0.00%	161.00	291.00
Defense Information Systems Agency	27	27	100.00%	10	7	70.00%	299.90	10	459.40	3	3	100.00%	42.00	688.00
Defense Intelligence Agency	26	22	84.62%	6	6	100.00%	262.50	8	339.75	1	0	0.00%	185.00	185.00
Defense Logistics Agency	516	488	94.57%	100	68	68.00%	234.66	182	298.82	40	7	17.50%	239.03	539.55
Defense National Geospatial-Intelligence	41	37	90.24%	19	19	100.00%	100.53	13	163.54	0	0	0.00%	0.00	0.00
Defense National Guard Bureau	215	144	66.98%	17	7	41.18%	257.88	55	385.42	13	6	46.15%	492.69	503.69
Defense National Security Agency	71	53	74.65%	16	6	37.50%	329.50	29	416.45	11	0	0.00%	133.27	541.27
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Defense Office of the Inspector General	39	39	100.00%	4	3	75.00%	145.25	6	592.83	1	1	100.00%	39.00	1,607.00
Defense Office of the Secretary	55	47	85.45%	18	3	16.67%	325.11	32	628.16	5	0	0.00%	322.00	1,054.00
Defense Security Service	14	11	78.57%	1	0	0.00%	280.00	11	324.55	4	2	50.00%	63.00	494.50
Defense Threat Reduction Agency	21	19	90.48%	6	1	16.67%	206.17	8	289.25	0	0	0.00%	0.00	0.00
Defense Uniformed Services University	3	3	100.00%	0	0	0.00%	0.00	1	0.00	0	0	0.00%	0.00	0.00
Department of Agriculture	1,239	571	46.09%	502	239	47.61%	245.90	575	703.21	95	12	12.63%	422.26	736.16
Department of Commerce	329	212	64.44%	210	52	24.76%	434.46	225	605.03	65	35	53.85%	328.62	962.29
Department of Education	86	86	100.00%	30	16	53.33%	195.80	46	415.26	11	0	0.00%	449.36	449.36
Department of Energy	133	48	36.09%	24	16	66.67%	193.17	70	455.81	16	11	68.75%	86.19	309.81
Department of Health and Human Services	537	386	71.88%	158	127	80.38%	164.34	256	428.80	41	11	26.83%	343.71	611.07
Department of Homeland Security	2,221	1,874	84.38%	930	217	23.33%	330.15	1,374	674.65	551	0	0.00%	1,013.12	979.48
Department of Housing and Urban Development	156	98	62.82%	106	16	15.09%	308.63	148	519.78	45	17	37.78%	270.33	669.84
Department of Justice	1,901	1,829	96.21%	411	233	56.69%	262.47	924	253.71	401	220	54.86%	96.92	250.74
Department of Labor	227	214	94.27%	66	19	28.79%	405.77	123	680.11	16	1	6.25%	187.75	1,006.94
Department of State	98	31	31.63%	50	36	72.00%	193.74	84	393.55	32	11	34.38%	86.28	378.47
Department of the Air Force	1,471	1,198	81.44%	351	166	47.29%	219.27	652	326.08	121	31	25.62%	165.02	482.38
Department of the Army	2,174	1,579	72.63%	687	196	28.53%	247.35	1,328	334.65	168	13	7.74%	202.79	669.47
Department of the Interior	505	454	89.90%	235	123	52.34%	240.97	333	514.89	99	57	57.58%	202.19	492.53
Department of the Navy	1,267	654	51.62%	331	87	26.28%	259.94	733	451.70	189	145	76.72%	53.64	576.79
Department of the Treasury	1,257	1,244	98.97%	342	238	69.59%	315.39	665	523.82	224	144	64.29%	78.83	559.13
Department of Transportation	743	233	31.36%	210	160	76.19%	174.89	569	373.38	96	60	62.50%	68.80	461.00
Department of Veterans Affairs	3,936	3,900	99.09%	1,405	1,016	72.31%	164.51	2,573	260.97	765	331	43.27%	77.52	275.16
Environmental Protection Agency	113	83	73.45%	50	15	30.00%	232.70	109	675.61	33	4	12.12%	459.58	791.67

Table B-7 (1)

Table B-7 FY 2005 Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Data Required	APD Merit FADs (No AJ Decision) from Date Complaint Filed/Remanded
EOP - National Drug Control Policy	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
EOP - Office of Administration	2	2	100.00%	1	1	100.00%	140.00	1	180.00	0	0	0.00%	0.00	0.00
EOP - Office of Management and Budget	1	1	100.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Equal Employment Opportunity Commission	50	43	86.00%	14	11	78.57%	205.43	40	469.98	11	3	27.27%	222.64	614.36
Export-Import Bank of the US	8	8	100.00%	1	1	100.00%	149.00	2	400.00	0	0	0.00%	0.00	0.00
Farm Credit Administration	1	1	100.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Federal Communications Commission	3	3	100.00%	2	2	100.00%	180.00	1	0.00	0	0	0.00%	0.00	0.00
Federal Deposit Insurance Corporation	54	46	85.19%	29	20	68.97%	216.17	53	601.36	21	11	52.38%	98.48	506.81
Federal Election Commission	4	2	50.00%	0	0	0.00%	0.00	1	31.00	0	0	0.00%	0.00	0.00
Federal Energy Regulatory Commission	10	4	40.00%	0	0	0.00%	0.00	1	0.00	0	0	0.00%	0.00	0.00
Federal Housing Finance Board	2	2	100.00%	1	1	100.00%	202.00	1	297.00	0	0	0.00%	0.00	0.00
Federal Labor Relations Authority	1	1	100.00%	2	2	100.00%	169.00	2	162.00	1	1	100.00%	60.00	268.00
Federal Maritime Commission	14	14	100.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Federal Mediation and Conciliation Service	3	3	100.00%	1	0	0.00%	545.00	0	0.00	0	0	0.00%	0.00	0.00
Federal Reserve System—Board of Governors	22	22	100.00%	1	1	100.00%	156.00	2	312.50	2	2	100.00%	60.00	312.50
Federal Retirement Thrift Investment Board	0	0	0.00%	1	1	100.00%	115.00	2	437.00	0	0	0.00%	0.00	0.00
Federal Trade Commission	24	24	100.00%	2	1	50.00%	203.00	2	319.00	1	1	100.00%	60.00	342.00
General Services Administration	144	130	90.28%	54	51	94.44%	165.46	85	444.11	14	14	100.00%	53.21	297.71
Government Printing Office	36	22	61.11%	29	16	55.17%	359.00	47	789.66	9	5	55.56%	347.67	684.56
Holocaust Memorial Museum U.S.	2	2	100.00%	0	0	0.00%	0.00	3	922.00	0	0	0.00%	0.00	0.00
International Boundary and Water Commission	7	7	100.00%	7	7	100.00%	147.29	1	233.00	0	0	0.00%	0.00	0.00
International Trade Commission	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
John F. Kennedy Center for the Performing Arts	5	5	100.00%	1	1	100.00%	173.00	2	213.00	0	0	0.00%	0.00	0.00
Merit Systems Protection Board	2	2	100.00%	1	1	100.00%	101.00	2	62.00	1	0	0.00%	92.00	92.00
National Aeronautics and Space Administration	59	56	94.92%	23	22	95.65%	290.22	50	682.08	12	0	0.00%	702.67	1,174.25
National Archives and Records Administration	38	38	100.00%	10	4	40.00%	234.10	14	675.78	5	0	0.00%	340.40	778.80
National Credit Union Administration	5	5	100.00%	4	4	100.00%	113.25	6	97.17	3	2	66.67%	194.33	194.33
National Endowment for the Arts	47	43	91.49%	1	1	100.00%	183.00	1	183.00	1	1	100.00%	30.00	183.00
National Endowment for the Humanities	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
National Gallery of Art	4	3	75.00%	1	1	100.00%	115.00	5	412.60	0	0	0.00%	0.00	0.00
National Labor Relations Board	20	15	75.00%	6	5	83.33%	210.17	12	911.92	2	1	50.00%	40.00	343.00
National Science Foundation	2	2	100.00%	0	0	0.00%	0.00	2	236.00	2	2	100.00%	43.00	236.00
National Transportation Safety Board	8	0	0.00%	3	1	33.33%	345.67	10	543.80	6	1	16.67%	362.00	364.67
Nuclear Regulatory Commission	27	22	81.48%	1	1	100.00%	320.00	12	353.17	1	0	0.00%	167.00	167.00
Office of Personnel Management	61	63	77.78%	32	18	56.25%	178.97	103	345.85	15	3	20.00%	323.87	626.67
Office of Special Counsel	0	0	0.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Overseas Private Investment Corporation	1	1	100.00%	1	1	100.00%	22.00	0	0.00	0	0	0.00%	0.00	0.00
Peace Corps	9	0	0.00%	7	7	100.00%	191.43	8	299.50	1	1	100.00%	48.00	337.00
Pension Benefit Guaranty Corporation	19	10	52.63%	5	0	0.00%	368.00	5	483.40	0	0	0.00%	0.00	0.00
Railroad Retirement Board	1	1	100.00%	0	0	0.00%	0.00	2	417.50	1	1	100.00%	59.00	259.00
Securities and Exchange Commission	28	25	89.29%	13	10	76.92%	207.69	14	277.00	5	4	80.00%	44.60	199.40
Selective Service System	2	2	100.00%	0	0	0.00%	0.00	2	50.00	0	0	0.00%	0.00	0.00
Small Business Administration	55	40	72.73%	12	7	58.33%	437.92	26	488.54	3	0	0.00%	831.67	831.67
Smithsonian Institution	33	33	100.00%	19	19	100.00%	151.32	30	249.50	9	8	88.89%	25.22	191.67

Table B-7 FY 2005 Agency Timeliness Indicators (totals with and without USPS data)

Agency Name	Total Number Completed / Ended Counselings (excluding remands)	Total Number Timely Completed / Ended Counselings	% Timely Completed / Ended Counselings	Total Number Completed Investigations	Total Number Timely Completed Investigations	% Investigations Timely Completed	APD All Completed Investigations From Date Complaint Filed	Total Number Complaint Closures	APD All Complaint Closures from Date Complaint Filed	Total Number Merit FADs (No AJ Decision)	Total Number Timely Merit FADs (No AJ Decision)	% Timely Merit FADs (No AJ Decision)	APD Merit FADs (No AJ Decision) from Date FAD Required	APD Merit FADs (No AJ Decision) from Date Complaint Filed/Remanded
Social Security Administration	793	591	74.53%	339	99	29.20%	289.79	601	445.85	267	4	1.50%	397.60	397.60
Tennessee Valley Authority	126	126	100.00%	52	51	98.08%	121.88	82	456.86	43	2	4.65%	572.74	650.79
U.S. Postal Service	18,339	14,892	81.20%	6,403	3,290	51.39%	2,865.99	9,861	399.57	2,791	2,507	89.82%	49.89	417.43
U.S. Tax Court	2	2	100.00%	0	0	0.00%	0.00	0	0.00	0	0	0.00%	0.00	0.00
Cabinet Level Subtotal Including USPS	28,821	31,268	80.59%	12,834	7,110	54.97%	236.84	21,542	406.30	5,899	3,609	61.18%	176.23	479.03
Midsized Agencies Subtotal	1,377	1,105	80.25%	578	284	49.13%	252.98	1,036	485.48	402	43	10.70%	397.61	481.07
Small Agencies Subtotal	848	735	86.67%	195	129	66.15%	225.36	396	458.84	80	38	47.50%	212.46	479.13
Grand Total Including USPS	41,046	33,126	80.70%	13,707	7,523	54.88%	237.36	22,974	410.75	6,381	3,770	59.08%	190.85	479.16
USPS Percentage of Cabinet Sub Total	47.24%	47.80%		48.51%	54.71%			46.24%		47.31%	67.96%			
USPS Percentage of Grand Total	44.68%	44.96%		46.71%	51.71%			43.36%		43.74%	66.50%			
Cabinet Level Subtotal Minus USPS	20,462	16,264	80.04%	6,537	3,220	49.30%	246.89	11,581	412.10	3,108	1,162	38.03%	269.69	691.95
Grand Total Minus USPS	22,707	16,234	80.30%	7,304	3,633	49.74%	246.79	13,013	419.36	3,590	1,263	35.18%	300.07	836.74

Table B-8 FY 2005 Complaints Filed Bases and Issues - Grand Total

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION		ALL	TOTALS			
	RACE AND COLOR					SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	ACT		STATUTES	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE		
	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN AMERICAN / PACIFIC ISLANDER	BLACK	WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC				OTHER	MENTAL					PHYSICAL	REPRISAL
Appointments/Hire	12	30	160	50	53	34	94	123	38	74	0	0	257	26	127	190	1,268	846	604	
Assignment Of Duties	27	57	503	154	181	69	224	483	103	115	0	0	499	118	402	781	3,716	1,700	1,636	
Awards	3	10	110	28	34	9	76	89	65	29	0	0	120	11	42	171	797	383	368	
Conversion To Full Time	0	2	12	3	1	1	6	34	2	3	0	0	19	3	14	11	111	47	47	
Disciplinary Action	27	110	912	281	363	148	532	728	190	209	0	0	829	296	700	1,514	6,839	3,136	3,039	
A. Demotion	4	4	42	9	10	5	16	25	2	7	0	0	29	8	13	32	206	92	90	
B. Reprimand	10	36	236	106	107	43	180	245	63	58	0	0	293	65	225	524	2,191	974	943	
C. Suspension	7	41	295	100	135	54	192	231	74	68	0	0	264	86	220	524	2,291	1,054	1,011	
D. Removal	5	20	281	53	88	33	119	178	38	62	0	0	188	119	204	298	1,664	762	748	
E. Other	1	9	78	13	23	13	25	51	13	14	0	0	55	18	38	136	487	254	247	
Duty Hours	1	21	186	54	73	37	83	191	47	40	0	0	172	42	242	323	1,512	688	677	
Evaluation/Appraisal	13	43	317	76	114	60	121	267	55	93	0	0	281	59	125	526	2,150	979	920	
Examination/Test	0	1	15	4	5	0	15	14	2	6	0	0	19	6	17	24	128	56	56	
Harassment	61	153	1,313	423	522	250	708	1,939	272	362	0	0	1,228	431	1,101	2,680	11,443	5,129	4,842	
A. Non-Sexual	61	153	1,313	423	522	250	606	1,445	272	362	0	0	1,228	431	1,101	2,485	10,652	4,550	4,276	
B. Sexual							102	494								195	791	579	566	
Medical Examination	1	3	18	5	10	7	13	27	3	4	0	0	43	25	78	48	285	125	121	
Pay Including Overtime	6	39	256	106	123	43	150	218	101	73	20	29	251	57	305	462	2,248	1,024	988	
Promotion/Non-Selection	51	99	926	313	287	154	561	588	194	239	0	0	1,328	98	411	1,116	6,365	2,937	2,774	
Reassignment	5	30	227	109	105	41	148	240	58	63	0	0	326	62	236	404	2,054	882	860	
A. Denied	2	17	123	45	69	23	85	127	28	32	0	0	155	33	138	197	1,074	476	467	
B. Directed	3	13	104	64	36	16	63	113	30	31	0	0	171	29	96	207	980	406	393	
Reasonable Accommodation						52								226	846	392	1,518	992	942	
Reinstatement	1	3	14	2	6	3	8	11	2	3	0	0	30	12	19	21	133	62	62	
Retirement	3	8	22	13	18	14	19	21	3	22	0	0	75	23	60	38	339	135	126	
Termination	12	45	363	112	127	85	190	318	62	105	0	0	401	146	400	404	2,752	1,343	1,317	
Terms/Conditions Of Employment	19	65	573	227	254	126	355	627	125	159	0	0	656	178	636	1,124	5,126	2,300	2,176	
Time And Attendance	9	34	352	102	133	87	174	352	66	78	0	0	307	155	442	726	2,997	1,248	1,206	
Training	5	25	204	51	78	35	93	136	29	49	0	0	207	34	116	255	1,315	597	573	
U. Other	4	15	201	47	77	49	70	163	41	48	0	0	186	65	166	346	1,458	676	643	
Total Issues By Bases	260	795	6,686	2,180	2,562	1,264	3,647	6,569	1,456	1,774	20	29	7,216	2,075	6,465	11,558				
Total Complaints Filed By Bases	168	552	4,478	1,491	1,700	800	2,522	4,123	1,006	1,158	20	28	5,088	1,268	4,137	7,105				
Total Complainants By Bases	155	502	4,154	1,406	1,544	742	2,340	3,897	940	1,069	20	28	4,743	1,190	3,820	6,181				

Table B-8a FY 2005 Complaints Filed Bases and Issues - Cabinet Level Agencies

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION		ALL	TOTALS		
	RACE AND COLOR						SEX		NATIONAL ORIGIN					ACT		STATUTES			
	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN AMERICAN / PACIFIC ISLANDER															BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
Appointment/Hire	9	30	150	44	50	32	87	119	36	69	0	0	239	24	123	173	1,185	600	562
Assignment Of Duties	26	55	485	145	168	64	206	451	93	107	0	0	464	109	378	728	3,459	1,591	1,529
Awards	2	9	85	22	30	8	62	70	60	27	0	0	97	11	30	128	839	313	299
Conversion To Full Time	0	2	12	2	1	1	6	32	2	3	0	0	19	2	14	11	107	45	45
Disciplinary Action	24	105	875	273	348	142	508	702	182	199	0	0	804	276	683	1,468	6,587	3,030	2,935
A. Demotion	4	3	42	8	10	5	15	21	1	6	0	0	27	8	12	31	193	86	85
B. Reprimand	8	33	220	102	101	42	168	236	59	53	0	0	280	59	215	488	2,074	930	900
C. Suspension	6	41	284	99	129	51	186	223	72	66	0	0	258	79	216	512	2,222	1,024	981
D. Removal	5	19	252	51	85	31	113	171	37	60	0	0	184	117	204	292	1,621	743	729
5. Other	1	9	77	13	23	13	24	51	13	14	0	0	55	13	36	135	477	247	240
Duty Hours	1	21	182	53	72	36	82	188	46	40	0	0	172	39	241	317	1,490	677	666
Evaluation/Appraisal	12	37	294	68	105	54	105	243	54	85	0	0	259	52	115	487	1,970	901	850
Examination/Test	0	1	12	4	4	0	15	14	2	5	0	0	19	6	17	23	122	51	51
Harassment	57	146	1,243	403	491	236	661	1,844	261	341	0	0	1,168	403	1,047	2,536	10,837	4,865	4,587
A. Non-Sexual	57	146	1,243	403	491	236	570	1,374	261	341	0	0	1,168	403	1,047	2,353	10,093	4,317	4,052
B. Sexual							91	470								183	744	548	535
Medical Examination	1	3	18	5	10	7	13	27	3	4	0	0	42	24	78	48	283	123	119
Pay Including Overtime	6	37	245	104	120	42	153	206	100	70	20	22	244	53	296	441	2,159	982	947
Promotion/Non-Selection	48	84	819	266	257	140	458	521	180	215	0	0	1,135	83	362	988	5,556	2,599	2,451
Reassignment	5	29	211	105	100	40	139	224	56	62	0	0	308	60	224	378	1,941	836	814
A. Denied	2	16	115	44	66	22	80	121	28	31	0	0	148	33	131	182	1,019	452	443
B. Directed	3	13	96	61	34	18	59	103	28	31	0	0	160	27	93	198	922	384	371
Reasonable Accommodation						49								204	798	364	1,413	926	877
Reinstatement	1	3	13	2	6	3	6	11	2	3	0	0	28	12	19	20	129	60	60
Retirement	3	8	16	10	15	13	18	18	3	13	0	0	68	18	51	35	289	114	105
Termination	11	44	340	107	119	55	172	297	60	96	0	0	373	138	379	371	2,562	1,267	1,241
Terms/Conditions Of Employment	18	63	542	221	244	121	342	590	120	150	0	0	626	173	616	1,062	4,888	2,197	2,081
Time And Attendance	7	33	337	100	127	66	170	331	62	74	0	0	298	144	421	691	2,861	1,192	1,151
Training	4	22	188	47	69	29	84	125	27	41	0	0	191	30	105	233	1,195	554	531
U. Other	4	14	185	41	75	43	58	149	38	47	0	0	153	62	158	323	1,350	627	595
Total Issues By Bases	239	748	6,232	2,022	2,411	1,181	3,343	6,162	1,387	1,651	20	22	6,707	1,923	6,153	10,825			
Total Complaints Filed By Bases	159	519	4,165	1,393	1,618	751	2,304	3,871	963	1,087	20	22	4,708	1,204	3,933	6,647			
Total Complainants By Bases	146	473	3,856	1,315	1,484	693	2,140	3,658	907	1,001	20	22	4,433	1,107	3,625	5,762			

Table B-8b FY 2005 Complaints Filed Bases and Issues - Medium Size Agencies

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION ACT		ALL STATUTES	TOTALS		
	RACE AND COLOR					SEX		NATIONAL ORIGIN			MALE	FEMALE	AGE	MENTAL	PHYSICAL	REPRISAL	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE
	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN / AMERICAN / PACIFIC ISLANDER	BLACK	WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC	OTHER									
Appointment/Hire	2	0	7	1	1	0	5	2	1	2	0	0	10	2	3	8	44	23	23
Assignment Of Duties	1	2	25	4	8	1	10	10	5	4	0	0	20	5	18	32	145	60	60
Awards	1	1	20	6	3	1	12	13	3	2	0	0	20	0	11	40	133	59	58
Conversion To Full Time	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	0	3	2	2
Disciplinary Action	2	2	20	5	6	1	15	13	6	3	0	0	17	11	14	32	147	63	62
A. Demotion	0	1	0	1	0	0	1	2	0	1	0	0	1	0	1	1	9	3	3
B. Reprimand	2	1	14	3	4	0	9	6	3	2	0	0	12	5	10	23	94	38	37
C. Suspension	0	0	3	0	2	1	2	4	2	0	0	0	4	5	3	7	33	15	15
D. Removal	0	0	2	1	0	0	2	1	1	0	0	0	0	0	0	0	7	3	3
E. Other	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1	4	4	4
Duty Hours	0	0	2	1	0	1	1	2	1	0	0	0	0	2	1	5	16	9	9
Evaluation/Appraisal	1	4	10	4	3	1	6	11	0	6	0	0	12	5	5	15	83	34	33
Examination/Test	0	0	3	0	1	0	0	0	0	1	0	0	0	0	0	1	6	5	5
Harassment	4	5	47	14	20	10	30	58	7	12	0	0	43	22	40	96	408	174	171
A. Non-Sexual	4	5	47	14	20	10	26	43	7	12	0	0	43	22	40	90	383	156	153
B. Sexual							4	15								6	25	18	18
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	2	2
Pay Including Overtime	0	2	7	2	2	0	4	8	1	3	0	4	5	3	9	15	65	31	31
Promotion/Non-Selection	3	8	86	37	21	8	83	43	12	19	0	0	144	10	43	96	614	268	256
Reassignment	0	1	11	2	5	0	4	10	0	0	0	0	12	1	11	17	74	30	30
A. Denied	0	1	6	0	3	0	2	4	0	0	0	0	5	0	6	10	37	18	18
B. Directed	0	0	5	2	2	0	2	6	0	0	0	0	7	1	5	7	37	12	12
Reasonable Accommodation						3								19	40	24	88	56	55
Reinstatement	0	0	1	0	0	0	0	0	0	0	0	0	2	0	0	1	4	2	2
Retirement	0	0	1	0	0	0	0	2	0	0	0	0	0	2	3	0	8	4	4
Termination	1	0	18	5	4	5	13	14	1	4	0	0	22	7	18	24	136	53	53
Terms/Conditions Of Employment	1	1	15	4	8	1	8	14	1	4	0	0	18	5	15	34	127	55	54
Time And Attendance	2	1	8	1	4	0	2	15	4	0	0	0	5	9	19	23	93	39	39
Training	1	2	9	4	5	2	5	6	2	6	0	0	12	1	9	13	77	25	25
U. Other	0	0	11	5	1	3	8	7	2	0	0	0	7	2	6	11	63	28	28
Total Issues By Bases	19	30	301	98	90	37	206	230	48	66	0	4	350	107	265	487			
Total Complaints Filed By Bases	9	19	226	75	53	30	165	161	32	42	0	4	286	70	174	332			
Total Complainants By Bases	9	18	215	70	53	30	153	155	30	39	0	4	223	70	165	301			

Table B-8c FY 2005 Complaints Filed Bases and Issues - Small Size Agencies

ALLEGATION ISSUES	TITLE VII										EQUAL PAY ACT		ADEA	REHABILITATION		ALL	TOTALS			
	RACE AND COLOR						SEX		NATIONAL ORIGIN		MALE	FEMALE	AGE	ACT		STATUTES	BASES BY ISSUE	COMPLAINTS BY ISSUE	COMPLAINANTS BY ISSUE	
	AMERICAN INDIAN / ALASKAN NATIVE	ASIAN AMERICAN / PACIFIC ISLANDER	BLACK	WHITE	COLOR	RELIGION	MALE	FEMALE	HISPANIC	OTHER										
Appointment/Hire	1	0	3	5	2	2	2	2	1	3	0	0	8	0	1	9	39	23	19	
Assignment Of Duties	0	0	13	5	5	4	8	22	5	4	0	0	15	4	6	21	112	49	47	
Awards	0	0	5	0	1	0	2	6	2	0	0	0	3	0	1	5	25	11	11	
Conversion To Full Time	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	
Disciplinary Action	1	3	17	3	9	5	11	13	2	7	0	0	8	9	3	14	105	43	42	
A. Demotion	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0	0	4	3	2	
B. Reprimand	0	2	2	1	2	1	3	3	1	3	0	0	1	1	0	3	23	6	6	
C. Suspension	1	0	8	1	4	2	4	4	0	2	0	0	2	2	1	5	36	15	15	
D. Removal	0	1	7	1	3	2	4	4	0	2	0	0	4	2	0	6	36	16	16	
5. Other	0	0	0	0	0	0	0	0	0	0	0	0	0	4	2	0	6	3	3	
Duty Hours	0	0	2	0	1	0	0	1	0	0	0	0	0	1	0	1	6	2	2	
Evaluation/Appraisal	0	2	13	4	6	5	10	13	1	2	0	0	10	2	5	24	97	44	37	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment	0	2	23	6	11	4	17	37	4	9	0	0	17	6	14	48	198	90	84	
A. Non-Sexual	0	2	23	6	11	4	10	28	4	9	0	0	17	6	14	42	176	77	71	
B. Sexual							7	9							6	22	13	13		
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Pay Including Overtime	0	0	4	0	1	1	2	4	0	0	0	3	2	1	0	6	24	11	10	
Promotion/Non-Selection	0	6	21	10	9	6	20	24	2	5	0	0	49	5	6	32	195	70	67	
Reassignment	0	0	5	2	0	1	5	6	2	1	0	0	6	1	1	9	39	16	16	
A. Denied	0	0	2	1	0	1	3	2	0	1	0	0	2	0	1	5	18	6	6	
B. Directed	0	0	3	1	0	0	2	4	2	0	0	0	4	1	0	4	21	10	10	
Reasonable Accommodation						0									5	10	4	19	10	10
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	5	3	3	1	1	1	0	9	0	0	7	3	6	3	42	17	17	
Termination	0	1	7	0	4	5	5	7	1	5	0	0	6	1	3	9	54	23	23	
Terms/Conditions Of Employment	0	1	16	2	4	4	5	23	4	5	0	0	14	0	5	28	111	48	41	
Time And Attendance	0	0	7	1	2	1	2	6	0	4	0	0	4	2	2	12	43	17	16	
Training	0	1	7	0	2	4	4	5	0	2	0	0	4	3	2	9	43	18	17	
U. Other	0	1	5	1	1	3	4	7	1	1	0	0	6	1	2	12	45	21	20	
Total Issues By Bases	2	17	153	42	61	46	98	177	25	57	0	3	159	45	67	246				
Total Complaints Filed By Bases	0	14	87	23	29	19	53	91	11	29	0	2	94	14	30	126				
Total Complainants By Bases	0	11	83	21	27	19	47	84	11	29	0	2	87	13	30	118				

Table B-9 FY 2005 Timeliness and Cost of All Completed Complaint Investigations

Agency Name	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Agency for International Development	8	296.13	1	1	2	25.00%	\$29,630.00	\$3,703.75
Armed Forces Retirement Home	4	379.50	0	0	0	0.00%	\$26,233.00	\$6,558.25
Broadcasting Board of Governors	18	135.61	13	0	13	72.22%	\$45,566.00	\$2,531.44
Central Intelligence Agency	8	205.63	4	2	6	75.00%	\$54,500.00	\$6,812.50
Commodity Futures Trading Commission	1	132.00	1	0	1	100.00%	\$439.95	\$439.95
Consumer Product Safety Commission	3	101.67	3	0	3	100.00%	\$7,692.00	\$2,564.00
Corporation for National and Community Service	3	237.33	1	2	3	100.00%	\$10,265.00	\$3,421.67
Court Services and Offender Supervision Agency for the District of Columbia	2	241.00	1	1	2	100.00%	\$6,225.00	\$3,112.50
Defense Army and Air Force Exchange	59	274.98	7	9	16	27.12%	\$304,205.00	\$5,156.02
Defense Commissary Agency	105	201.16	38	18	56	53.33%	\$671,288.00	\$6,393.22
Defense Contract Audit Agency	18	268.39	2	5	7	38.89%	\$70,110.00	\$3,895.00
Defense Contract Management Agency	28	310.93	1	9	10	35.71%	\$108,021.00	\$3,857.89
Defense Dependent Education Activity	22	220.05	7	0	7	31.82%	\$81,795.00	\$3,717.95
Defense Finance and Accounting Service	50	160.10	38	5	43	86.00%	\$207,250.00	\$4,145.00
Defense Human Resource Activity	4	151.00	4	0	4	100.00%	\$10,219.75	\$2,554.94
Defense Information Systems Agency	10	299.90	1	6	7	70.00%	\$67,895.00	\$6,789.50
Defense Intelligence Agency	6	262.50	0	6	6	100.00%	\$1,500.00	\$250.00
Defense Logistics Agency	100	234.66	30	38	68	68.00%	\$443,308.41	\$4,433.08
Defense National Geospatial-Intelligence	19	100.53	19	0	19	100.00%	\$109,040.00	\$5,738.95
Defense National Guard Bureau	17	257.88	6	1	7	41.18%	\$30,987.59	\$1,822.80
Defense National Security Agency	16	329.50	2	4	6	37.50%	\$3,895.00	\$243.44
Defense Nuclear Facilities Safety Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	4	145.25	3	0	3	75.00%	\$2,710.38	\$677.60
Defense Office of the Secretary	18	325.11	1	2	3	16.67%	\$67,320.00	\$3,740.00
Defense Security Service	1	280.00	0	0	0	0.00%	\$6,000.00	\$6,000.00
Defense Threat Reduction Agency	6	206.17	1	0	1	16.67%	\$23,370.00	\$3,895.00
Defense Uniformed Services University	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	502	245.90	235	4	239	47.61%	\$1,271,866.53	\$2,533.60
Department of Commerce	210	434.46	17	35	52	24.76%	\$922,599.00	\$4,393.33
Department of Education	30	195.80	8	8	16	53.33%	\$94,909.00	\$3,163.63

Table B-9 FY 2005 Timeliness and Cost of All Completed Complaint Investigations

Agency Name	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Department of Energy	24	193.17	12	4	16	66.67%	\$69,617.00	\$2,900.71
Department of Health and Human Services	158	184.34	110	17	127	80.38%	\$623,728.00	\$3,947.65
Department of Homeland Security	930	330.15	162	55	217	23.33%	\$2,589,137.44	\$2,784.02
Department of Housing and Urban Development	106	308.63	16	0	16	15.09%	\$242,861.58	\$2,291.15
Department of Justice	411	262.47	157	76	233	56.69%	\$1,662,663.08	\$4,045.41
Department of Labor	66	405.77	6	13	19	28.79%	\$305,313.00	\$4,625.95
Department of State	50	193.74	26	10	36	72.00%	\$237,418.55	\$4,748.37
Department of the Air Force	351	219.27	144	22	166	47.29%	\$1,371,040.00	\$3,906.10
Department of the Army	687	247.35	183	13	196	28.53%	\$3,394,966.58	\$4,941.73
Department of the Interior	235	240.97	104	19	123	52.34%	\$740,973.76	\$3,153.08
Department of the Navy	331	259.94	69	18	87	26.28%	\$3,069,320.00	\$9,272.87
Department of the Treasury	342	315.39	46	192	238	69.59%	\$2,212,165.68	\$6,468.32
Department of Transportation	210	174.89	132	28	160	76.19%	\$1,108,783.00	\$5,279.92
Department of Veterans Affairs	1,405	164.51	887	129	1,016	72.31%	\$5,510,830.00	\$3,922.30
Environmental Protection Agency	50	232.70	14	1	15	30.00%	\$109,203.00	\$2,184.06
EOP - National Drug Control Policy	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - Office of Administration	1	140.00	1	0	1	100.00%	\$2,796.00	\$2,796.00
EOP - Office of Management and Budget	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Equal Employment Opportunity Commission	14	205.43	7	4	11	78.57%	\$46,200.00	\$3,300.00
Export-Import Bank of the US	1	149.00	1	0	1	100.00%	\$3,036.00	\$3,036.00
Farm Credit Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	2	180.00	2	0	2	100.00%	\$8,100.00	\$4,050.00
Federal Deposit Insurance Corporation	29	216.17	13	7	20	68.97%	\$136,478.41	\$4,706.15
Federal Election Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Energy Regulatory Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Housing Finance Board	1	202.00	0	1	1	100.00%	\$7,990.00	\$7,990.00
Federal Labor Relations Authority	2	169.00	2	0	2	100.00%	\$6,775.82	\$3,387.91
Federal Maritime Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	1	545.00	0	0	0	0.00%	\$1,200.00	\$1,200.00
Federal Reserve System--Board of Governors	1	156.00	1	0	1	100.00%	\$2,900.00	\$2,900.00

Table B-9 FY 2005 Timeliness and Cost of All Completed Complaint Investigations

Agency Name	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
Federal Retirement Thrift Investment Board	1	115.00	1	0	1	100.00%	\$0.00	\$0.00
Federal Trade Commission	2	203.00	0	1	1	50.00%	\$7,868.00	\$3,934.00
General Services Administration	54	165.46	37	14	51	94.44%	\$169,140.26	\$3,132.23
Government Printing Office	29	359.00	3	13	16	55.17%	\$73,114.00	\$2,521.17
Holocaust Memorial Museum U.S.	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	7	147.29	7	0	7	100.00%	\$16,025.00	\$2,289.29
International Trade Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	1	173.00	1	0	1	100.00%	\$2,800.00	\$2,800.00
Merit Systems Protection Board	1	101.00	1	0	1	100.00%	\$4,092.00	\$4,092.00
National Aeronautics and Space Administration	23	290.22	2	20	22	95.65%	\$108,143.49	\$4,701.89
National Archives and Records Administration	10	234.10	4	0	4	40.00%	\$27,330.05	\$2,733.01
National Credit Union Administration	4	113.25	4	0	4	100.00%	\$13,983.21	\$3,495.80
National Endowment for the Arts	1	183.00	0	1	1	100.00%	\$18,000.00	\$18,000.00
National Endowment for the Humanities	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Gallery of Art	1	115.00	1	0	1	100.00%	\$3,500.00	\$3,500.00
National Labor Relations Board	6	210.17	3	2	5	83.33%	\$25,000.00	\$4,166.67
National Science Foundation	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Transportation Safety Board	3	345.67	1	0	1	33.33%	\$15,070.00	\$5,023.33
Nuclear Regulatory Commission	1	320.00	0	1	1	100.00%	\$2,500.00	\$2,500.00
Office of Personnel Management	32	178.97	18	0	18	56.25%	\$91,598.85	\$2,862.46
Office of Special Counsel	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	1	22.00	1	0	1	100.00%	\$3,654.00	\$3,654.00
Peace Corps	7	191.43	3	4	7	100.00%	\$24,000.00	\$3,428.57
Pension Benefit Guaranty Corporation	5	368.00	0	0	0	0.00%	\$25,480.00	\$5,096.00
Railroad Retirement Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Securities and Exchange Commission	13	207.69	9	1	10	76.92%	\$125,223.00	\$9,632.54
Selective Service System	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	12	437.92	2	5	7	58.33%	\$31,783.00	\$2,648.58
Smithsonian Institution	19	151.32	17	2	19	100.00%	\$83,305.00	\$4,384.47
Social Security Administration	339	289.79	73	26	99	29.20%	\$874,368.30	\$2,579.26
Tennessee Valley Authority	52	121.88	50	1	51	98.08%	\$229,758.00	\$4,418.42

Table B-9 FY 2005 Timeliness and Cost of All Completed Complaint Investigations

Agency Name	Total Number Completed Investigations	Average Processing Days Completed Investigations	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations	% Investigations Timely Completed	Total Cost All Completed Investigations	Average Cost All Completed Investigations
U.S. Postal Service	6,403	226.59	3,668	222	3,890	60.75%	\$7,103,156.86	\$1,109.35
U.S. Tax Court	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Cabinet Level Subtotal	12,934	236.84	6,142	968	7,110	54.97%	\$34,740,264.19	\$2,685.96
Midsized Agencies Subtotal	578	252.98	208	76	284	49.13%	\$1,742,179.46	\$3,014.15
Small Agencies Subtotal	195	225.36	95	34	129	66.15%	\$738,786.88	\$3,788.65
Grand Total	13,707	237.36	6,445	1,078	7,523	54.88%	\$37,221,230.53	\$2,715.49

Table B-9a FY 2005 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators								
Agency Name	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Agency for International Development	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Armed Forces Retirement Home	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Broadcasting Board of Governors	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Central Intelligence Agency	8	202.00	4	1	5	83.33%	\$37,200.00	\$6,200.00
Commodity Futures Trading Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Consumer Product Safety Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Corporation for National and Community Service	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Court Services and Offender Supervision Agency for the District of Columbia	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Army and Air Force Exchange	59	274.98	7	9	16	27.12%	\$304,205.00	\$5,156.02
Defense Commissary Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Audit Agency	18	268.39	2	5	7	38.89%	\$70,110.00	\$3,895.00
Defense Contract Management Agency	28	310.93	1	9	10	35.71%	\$108,021.00	\$3,857.89
Defense Dependent Education Activity	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Finance and Accounting Service	50	180.10	38	5	43	86.00%	\$207,250.00	\$4,145.00
Defense Human Resource Activity	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Information Systems Agency	10	299.90	1	6	7	70.00%	\$87,895.00	\$6,789.50
Defense Intelligence Agency	6	262.50	0	6	6	100.00%	\$1,500.00	\$250.00
Defense Logistics Agency	97	239.38	27	38	65	67.01%	\$432,068.41	\$4,454.31
Defense National Geospatial-Intelligence	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense National Guard Bureau	9	304.11	5	0	5	55.56%	\$5,145.00	\$571.67
Defense National Security Agency	16	329.50	2	4	6	37.50%	\$3,895.00	\$243.44
Defense Nuclear Facilities Safety Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Secretary	16	344.06	0	1	1	6.25%	\$82,320.00	\$3,895.00
Defense Security Service	1	280.00	0	0	0	0.00%	\$6,000.00	\$6,000.00
Defense Threat Reduction Agency	6	206.17	1	0	1	16.67%	\$23,370.00	\$3,895.00
Defense Uniformed Services University	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of Commerce	68	493.40	10	12	22	32.35%	\$358,432.00	\$5,271.06
Department of Education	0	0.00	0	0	0	0.00%	\$0.00	\$0.00

Table B-9a (1)

Table B-9a FY 2005 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators								
Agency Name	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Department of Energy	1	182.00	0	0	0	0.00%	\$4,998.00	\$4,998.00
Department of Health and Human Services	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of Homeland Security	131	350.06	22	13	35	26.72%	\$288,000.00	\$2,198.47
Department of Housing and Urban Development	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of Justice	159	334.77	15	24	39	24.53%	\$853,395.92	\$5,367.27
Department of Labor	66	405.77	6	13	19	28.79%	\$305,313.00	\$4,625.95
Department of State	8	207.88	2	2	4	50.00%	\$82,653.55	\$10,331.69
Department of the Air Force	351	219.27	144	22	166	47.29%	\$1,371,040.00	\$3,906.10
Department of the Army	687	247.35	183	13	196	28.53%	\$3,394,966.58	\$4,941.73
Department of the Interior	4	390.25	0	0	0	0.00%	\$2,288.00	\$572.00
Department of the Navy	331	259.94	69	18	87	26.28%	\$3,069,320.00	\$9,272.87
Department of the Treasury	342	315.39	46	192	238	69.59%	\$2,212,165.68	\$6,468.32
Department of Transportation	169	180.75	99	22	121	71.60%	\$921,941.00	\$5,455.27
Department of Veterans Affairs	1,388	163.87	882	121	1,003	72.26%	\$5,449,469.00	\$3,926.13
Environmental Protection Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - National Drug Control Policy	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - Office of Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - Office of Management and Budget	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Equal Employment Opportunity Commission	14	205.43	7	4	11	78.57%	\$46,200.00	\$3,300.00
Export-Import Bank of the US	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Farm Credit Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Deposit Insurance Corporation	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Election Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Energy Regulatory Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Housing Finance Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Labor Relations Authority	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Maritime Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00

Table B-9a (2)

Table B-9a FY 2005 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators								
Agency Name	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Federal Mediation and Conciliation Service	1	545.00	0	0	0	0.00%	\$1,200.00	\$1,200.00
Federal Reserve System--Board of Governors	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Retirement Thrift Investment Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Trade Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
General Services Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Government Printing Office	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Holocaust Memorial Museum U.S.	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
International Trade Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Merit Systems Protection Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Aeronautics and Space Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Archives and Records Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Credit Union Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Arts	1	183.00	0	1	1	100.00%	\$18,000.00	\$18,000.00
National Endowment for the Humanities	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Gallery of Art	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Labor Relations Board	6	210.17	3	2	5	83.33%	\$25,000.00	\$4,166.67
National Science Foundation	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Transportation Safety Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Nuclear Regulatory Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Office of Personnel Management	18	115.67	16	0	16	88.89%	\$52,000.00	\$2,888.89
Office of Special Counsel	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Peace Corps	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Pension Benefit Guaranty Corporation	0	0.00	0	0	0	0.00%	\$0.00	\$0.00

Table B-9a (3)

Table B-9a FY 2005 Timeliness and Cost of Complaint Investigations Completed by Agency Investigators								
Agency Name	Total Number Completed Investigations By Agency	Average Processing Days Completed Investigations By Agency	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Agency	% Investigations Timely Completed By Agency	Total Cost Completed Investigations By Agency	Average Cost Completed Investigations By Agency
Railroad Retirement Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Securities and Exchange Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Selective Service System	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Smithsonian Institution	4	174.75	3	1	4	100.00%	\$14,000.00	\$3,500.00
Social Security Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Tennessee Valley Authority	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
U.S. Postal Service	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
U.S. Tax Court	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Cabinet Level Subtotal	4,021	234.32	1,562	535	2,097	52.15%	\$19,605,762.14	\$4,875.84
Midsize Agencies Subtotal	4	174.75	3	1	4	100.00%	\$14,000.00	\$3,500.00
Small Agencies Subtotal	46	177.37	30	8	38	82.61%	\$179,600.00	\$3,904.35
Grand Total	4,071	233.62	1,595	544	2,139	52.54%	\$19,799,362.14	\$4,863.51

Table B-9b FY 2005 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators								
Agency Name	Total Number Completed Investigations By Contractors	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Agency for International Development	8	296.13	1	1	2	25.00%	\$29,630.00	\$3,703.75
Armed Forces Retirement Home	4	379.50	0	0	0	0.00%	\$26,233.00	\$6,558.25
Broadcasting Board of Governors	18	135.61	13	0	13	72.22%	\$45,566.00	\$2,531.44
Central Intelligence Agency	2	216.50	0	1	1	50.00%	\$17,300.00	\$8,650.00
Commodity Futures Trading Commission	1	132.00	1	0	1	100.00%	\$439.95	\$439.95
Consumer Product Safety Commission	3	101.67	3	0	3	100.00%	\$7,692.00	\$2,564.00
Corporation for National and Community Service	3	237.33	1	2	3	100.00%	\$10,265.00	\$3,421.67
Court Services and Offender Supervision Agency for the District of Columbia	2	241.00	1	1	2	100.00%	\$6,225.00	\$3,112.50
Defense Army and Air Force Exchange	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Commissary Agency	105	201.16	38	18	56	53.33%	\$671,288.00	\$6,393.22
Defense Contract Audit Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Contract Management Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Dependent Education Activity	22	220.05	7	0	7	31.82%	\$81,795.00	\$3,717.95
Defense Finance and Accounting Service	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Human Resource Activity	4	151.00	4	0	4	100.00%	\$10,219.75	\$2,554.94
Defense Information Systems Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Intelligence Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Logistics Agency	3	82.00	3	0	3	100.00%	\$11,240.00	\$3,746.67
Defense National Geospatial-Intelligence	19	100.53	19	0	19	100.00%	\$109,040.00	\$5,738.95
Defense National Guard Bureau	8	205.88	1	1	2	25.00%	\$25,842.59	\$3,230.32
Defense National Security Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Nuclear Facilities Safety Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Office of the Inspector General	4	145.25	3	0	3	75.00%	\$2,710.38	\$677.60
Defense Office of the Secretary	2	173.50	1	1	2	100.00%	\$5,000.00	\$2,500.00
Defense Security Service	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Threat Reduction Agency	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Defense Uniformed Services University	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of Agriculture	502	245.90	235	4	239	47.61%	\$1,271,866.53	\$2,533.60
Department of Commerce	142	406.23	7	23	30	21.13%	\$564,167.00	\$3,973.01
Department of Education	30	195.80	8	8	16	53.33%	\$94,909.00	\$3,163.63
Department of Energy	23	193.65	12	4	16	69.57%	\$64,619.00	\$2,809.52
Department of Health and Human Services	158	164.34	110	17	127	80.38%	\$623,728.00	\$3,947.65
Department of Homeland Security	799	326.88	140	42	182	22.78%	\$2,301,137.44	\$2,880.02
Department of Housing and Urban Development	106	308.63	16	0	16	15.09%	\$242,861.58	\$2,291.15
Department of Justice	252	216.85	142	52	194	76.98%	\$809,267.16	\$3,211.38

Table B-9b (1)

Table B-9b FY 2005 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency Name	Total Number Completed Investigations By Contractors	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
Department of Labor	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of State	42	191.05	24	8	32	76.19%	\$154,765.00	\$3,684.88
Department of the Air Force	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of the Army	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of the Interior	231	238.38	104	19	123	53.25%	\$738,685.76	\$3,197.77
Department of the Navy	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of the Treasury	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Department of Transportation	41	150.73	33	6	39	95.12%	\$186,842.00	\$4,557.12
Department of Veterans Affairs	17	216.82	5	8	13	76.47%	\$61,361.00	\$3,609.47
Environmental Protection Agency	50	232.70	14	1	15	30.00%	\$109,203.00	\$2,184.06
EOP - National Drug Control Policy	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - Office of Administration	1	140.00	1	0	1	100.00%	\$2,796.00	\$2,796.00
EOP - Office of Management and Budget	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Equal Employment Opportunity Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Export-Import Bank of the US	1	149.00	1	0	1	100.00%	\$3,036.00	\$3,036.00
Farm Credit Administration	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Communications Commission	2	180.00	2	0	2	100.00%	\$8,100.00	\$4,050.00
Federal Deposit Insurance Corporation	29	216.17	13	7	20	68.97%	\$136,478.41	\$4,706.15
Federal Election Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Energy Regulatory Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Housing Finance Board	1	202.00	0	1	1	100.00%	\$7,990.00	\$7,990.00
Federal Labor Relations Authority	2	169.00	2	0	2	100.00%	\$6,775.82	\$3,387.91
Federal Maritime Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Mediation and Conciliation Service	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Federal Reserve System--Board of Governors	1	156.00	1	0	1	100.00%	\$2,900.00	\$2,900.00
Federal Retirement Thrift Investment Board	1	115.00	1	0	1	100.00%	\$0.00	\$0.00
Federal Trade Commission	2	203.00	0	1	1	50.00%	\$7,868.00	\$3,934.00
General Services Administration	54	165.46	37	14	51	94.44%	\$169,140.26	\$3,132.23
Government Printing Office	29	359.00	3	13	16	55.17%	\$73,114.00	\$2,521.17
Holocaust Memorial Museum U.S.	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
International Boundary and Water Commission	7	147.29	7	0	7	100.00%	\$16,025.00	\$2,289.29
International Trade Commission	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
John F. Kennedy Center for the Performing Arts	1	173.00	1	0	1	100.00%	\$2,800.00	\$2,800.00
Merit Systems Protection Board	1	101.00	1	0	1	100.00%	\$4,092.00	\$4,092.00
National Aeronautics and Space Administration	23	290.22	2	20	22	95.65%	\$108,143.49	\$4,701.89

Table B-9b (2)

Table B-9b FY 2005 Timeliness and Cost of Complaint Investigations Completed by Contract Investigators

Agency Name	Total Number Completed Investigations By Contractors	Average Processing Days Completed Investigations By Contractor	Number Timely Completed within 180 Days	Number Timely Completed within 181-360 Days	Total Number Timely Completed Investigations By Contractor	% Investigations Timely Completed By Contractor	Total Cost Completed Investigations By Contractor	Average Cost Completed Investigations By Contractor
National Archives and Records Administration	10	234.10	4	0	4	40.00%	\$27,330.05	\$2,733.01
National Credit Union Administration	4	113.25	4	0	4	100.00%	\$13,983.21	\$3,495.80
National Endowment for the Arts	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Endowment for the Humanities	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Gallery of Art	1	115.00	1	0	1	100.00%	\$3,500.00	\$3,500.00
National Labor Relations Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Science Foundation	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
National Transportation Safety Board	3	345.67	1	0	1	33.33%	\$15,070.00	\$5,023.33
Nuclear Regulatory Commission	1	320.00	0	1	1	100.00%	\$2,500.00	\$2,500.00
Office of Personnel Management	14	260.36	2	0	2	14.29%	\$39,598.85	\$2,828.49
Office of Special Counsel	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Overseas Private Investment Corporation	1	22.00	1	0	1	100.00%	\$3,654.00	\$3,654.00
Peace Corps	7	191.43	3	4	7	100.00%	\$24,000.00	\$3,428.57
Pension Benefit Guaranty Corporation	5	368.00	0	0	0	0.00%	\$25,480.00	\$5,096.00
Railroad Retirement Board	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Securities and Exchange Commission	13	207.69	9	1	10	76.92%	\$125,223.00	\$9,632.54
Selective Service System	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Small Business Administration	12	437.92	2	5	7	58.33%	\$31,783.00	\$2,648.58
Smithsonian Institution	15	145.07	14	1	15	100.00%	\$69,305.00	\$4,620.33
Social Security Administration	339	289.79	73	26	99	29.20%	\$874,368.30	\$2,579.26
Tennessee Valley Authority	52	121.88	50	1	51	98.08%	\$229,758.00	\$4,418.42
U.S. Postal Service	6,403	226.59	3,668	222	3,890	60.75%	\$7,103,156.86	\$1,109.35
U.S. Tax Court	0	0.00	0	0	0	0.00%	\$0.00	\$0.00
Cabinet Level Subtotal	8,913	237.98	4,580	433	5,013	56.24%	\$15,134,502.05	\$1,698.03
Midsize Agencies Subtotal	574	253.52	205	75	280	48.78%	\$1,728,179.46	\$3,010.77
Small Agencies Subtotal	149	240.18	65	26	91	61.07%	\$559,186.88	\$3,752.93
Grand Total	9,636	238.94	4,850	534	5,384	55.87%	\$17,421,868.39	\$1,808.00

Table B-9b (3)

Table B-10 FY 2005 Total Number and Average Processing Days for All Complaint Closures

Agency Name	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions**	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimination**	APD Complaint Closures Finding Discrimination	Total Number Complaint Closures Finding No Discrimination**	APD Complaint Closures Finding No Discrimination
Agency for International Development	11	636.55	4	168.75	1	681.00	2	1,198.50	0	0.00	3	1,026.00
Armed Forces Retirement Home	2	181.00	2	181.00	0	0.00	0	0.00	0	0.00	0	0.00
Broadcasting Board of Governors	49	406.76	15	242.20	4	239.00	13	767.08	0	0.00	17	642.82
Central Intelligence Agency	20	488.90	6	26.00	6	301.17	6	1,232.17	0	0.00	12	766.67
Commodity Futures Trading Commission	2	494.00	0	0.00	0	0.00	1	856.00	0	0.00	1	856.00
Consumer Product Safety Commission	1	111.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Corporation for National and Community Service	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Court Services and Offender Supervision Agency for the District of Columbia	4	391.75	0	0.00	2	737.00	0	0.00	0	0.00	2	737.00
Defense Army and Air Force Exchange	162	385.50	28	182.96	25	595.28	18	759.83	1	828.00	42	660.26
Defense Commissary Agency	176	243.26	32	190.38	40	362.83	38	334.61	5	318.80	73	351.15
Defense Contract Audit Agency	22	624.45	2	567.50	5	627.00	3	803.00	0	0.00	8	693.00
Defense Contract Management Agency	46	489.72	10	240.10	4	811.00	11	842.73	0	0.00	15	834.27
Defense Dependent Education Activity	31	482.48	5	61.60	5	386.60	13	818.85	0	0.00	18	698.78
Defense Finance and Accounting Service	110	372.36	25	22.68	15	196.40	36	737.89	2	151.00	49	596.08
Defense Human Resource Activity	1	291.00	0	0.00	1	291.00	0	0.00	0	0.00	1	291.00
Defense Information Systems Agency	10	459.40	1	340.00	3	688.00	2	714.50	0	0.00	5	698.60
Defense Intelligence Agency	8	339.75	1	40.00	1	185.00	0	0.00	0	0.00	1	185.00

Table B-10 (1)

Table B-10 FY 2005 Total Number and Average Processing Days for All Complaint Closures

Agency Name	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions**	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimination**	APD Complaint Closures Finding Discrimination	Total Number Complaint Closures Finding No Discrimination**	APD Complaint Closures Finding No Discrimination
Defense Logistics Agency	182	298.82	44	110.50	40	539.55	30	458.33	1	339.00	69	507.14
Defense National Geospatial-Intelligence	13	163.54	0	0.00	0	0.00	2	680.00	0	0.00	2	680.00
Defense National Guard Bureau*	55	385.42	14	760.14	13	503.69	6	67.83	0	0.00	19	366.05
Defense National Security Agency	29	416.45	5	181.80	11	541.27	2	656.00	1	812.00	12	537.83
Defense Nuclear Facilities Safety Board	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Defense Office of the Inspector General	6	592.83	0	0.00	1	1,607.00	0	0.00	0	0.00	1	1,607.00
Defense Office of the Secretary	32	628.16	8	118.83	5	1,054.00	6	1,221.83	0	0.00	11	1,145.55
Defense Security Service	11	324.55	1	45.00	4	494.50	0	0.00	0	0.00	4	494.50
Defense Threat Reduction Agency	8	289.25	3	33.33	0	0.00	1	657.00	0	0.00	1	657.00
Defense Uniformed Services University	1	0.00	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Department of Agriculture	575	703.21	123	743.06	95	736.16	82	793.56	9	898.22	168	755.49
Department of Commerce	225	605.03	41	126.83	65	962.29	47	742.64	0	0.00	112	870.12
Department of Education	46	415.26	6	561.17	11	449.36	9	470.33	0	0.00	20	458.80
Department of Energy	70	455.81	12	191.67	16	309.81	15	696.67	3	540.33	28	492.36
Department of Health and Human Services	256	428.80	66	134.39	41	611.07	58	674.59	6	1,144.67	93	616.26
Department of Homeland Security	1,374	674.65	305	266.47	551	979.48	256	723.98	11	984.45	796	897.24
Department of Housing and Urban Development	148	519.78	31	167.90	45	669.84	31	676.97	1	756.00	75	671.64
Department of Justice	924	253.71	212	92.51	401	250.74	128	389.34	14	354.86	515	282.36
Department of Labor	123	680.11	52	460.12	16	1,006.94	15	942.07	2	614.50	29	1,000.45
Department of State	84	393.55	21	37.95	32	378.47	15	1,036.93	0	0.00	47	588.62
Department of the Air Force	652	326.08	121	115.07	121	482.38	118	638.80	13	630.62	226	555.52
Department of the Army	1,328	334.65	332	132.14	168	669.47	189	690.52	10	679.20	347	680.65

Table B-10 (2)

Table B-10 FY 2005 Total Number and Average Processing Days for All Complaint Closures

Agency Name	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions**	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimination**	APD Complaint Closures Finding Discrimination	Total Number Complaint Closures Finding No Discrimination**	APD Complaint Closures Finding No Discrimination
Department of the Interior	333	514.89	43	236.84	99	492.53	77	877.45	10	1,444.00	166	613.76
Department of the Navy	733	451.70	180	226.43	189	576.79	127	785.29	7	1,000.29	309	652.89
Department of the Treasury	865	523.82	65	352.95	224	559.13	142	702.12	2	776.00	364	613.72
Department of Transportation	569	373.38	268	233.13	96	461.00	76	746.45	10	867.50	162	569.82
Department of Veterans Affairs	2,573	260.97	544	70.17	765	275.16	522	449.46	33	401.97	1,254	344.38
Environmental Protection Agency	109	675.61	36	272.92	33	791.67	26	1,209.77	0	0.00	59	975.92
EOP - National Drug Control Policy	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EOP - Office of Administration	1	180.00	1	180.00	0	0.00	0	0.00	0	0.00	0	0.00
EOP - Office of Management and Budget	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
EOP - Office of the U.S. Trade Representative	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Employment Opportunity Commission	40	469.98	3	205.00	11	614.36	11	658.82	0	0.00	22	636.59
Export-Import Bank of the US	2	400.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Farm Credit Administration	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Communications Commission	1	0.00	0	0.00	0	0.00	1	0.00	0	0.00	1	0.00
Federal Deposit Insurance Corporation	53	601.36	8	544.25	21	506.81	6	684.83	1	704.00	26	586.46
Federal Election Commission	1	31.00	1	31.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Energy Regulatory Commission	1	0.00	0	0.00	0	0.00	1	0.00	0	0.00	1	0.00
Federal Housing Finance Board	1	297.00	1	297.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Labor Relations Authority	2	162.00	1	56.00	1	268.00	0	0.00	0	0.00	1	268.00
Federal Maritime Commission	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Mediation and Conciliation Service	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Table B-10 FY 2005 Total Number and Average Processing Days for All Complaint Closures

Agency Name	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions**	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimi- nation**	APD Complaint Closures Finding Discrimi- nation	Total Number Complaint Closures Finding No Discrimi- nation**	APD Complaint Closures Finding No Discrimination
Federal Reserve System--Board of Governors	2	312.50	0	0.00	2	312.50	0	0.00	0	0.00	2	312.50
Federal Retirement Thrift Investment Board	2	437.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Federal Trade Commission	2	319.00	0	0.00	1	342.00	0	0.00	0	0.00	1	342.00
General Services Administration	85	444.11	17	119.82	14	297.71	23	780.17	0	0.00	37	597.62
Government Printing Office	47	789.66	7	330.29	9	684.56	14	963.21	0	0.00	23	854.17
Holocaust Memorial Museum U.S.	3	922.00	3	922.00	0	0.00	0	0.00	0	0.00	0	0.00
International Boundary and Water Commission	1	233.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
International Trade Commission	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
John F. Kennedy Center for the Performing Arts	2	213.00	1	106.00	0	0.00	1	320.00	0	0.00	1	320.00
Merit Systems Protection Board	2	62.00	1	32.00	1	92.00	0	0.00	0	0.00	1	92.00
National Aeronautics and Space Administration	50	682.08	13	222.92	12	1,174.25	4	805.00	0	0.00	16	1,081.94
National Archives and Records Administration	14	675.79	0	0.00	5	778.80	8	645.38	0	0.00	13	696.69
National Credit Union Administration	6	97.17	0	0.00	3	194.33	3	0.00	0	0.00	6	97.17
National Endowment for the Arts	1	183.00	0	0.00	1	183.00	0	0.00	0	0.00	1	183.00
National Endowment for the Humanities	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Gallery of Art	5	412.60	0	0.00	0	0.00	1	500.00	0	0.00	1	500.00
National Labor Relations Board	12	911.92	0	0.00	2	343.00	5	1,734.00	0	0.00	7	1,336.57
National Science Foundation	2	236.00	0	0.00	2	236.00	0	0.00	0	0.00	2	236.00
National Transportation Safety Board	10	543.80	1	638.00	6	364.67	2	909.50	0	0.00	8	500.88
Nuclear Regulatory Commission	12	353.17	0	0.00	1	167.00	2	1,185.00	0	0.00	3	845.67
Office of Personnel Management	103	345.85	67	147.85	15	626.67	11	1,001.36	1	789.00	25	785.04

Table B-10 FY 2005 Total Number and Average Processing Days for All Complaint Closures

Agency Name	Total Number Complaint Closures	APD Complaint Closures	Total Number Dismissals	APD Dismissals	Total Number Merit Final Agency Decisions (FADs) (No AJ Decision)	APD Merit FADS from Date Complaint Filed/ Remanded	Number Final Orders (FOs) of Merit AJ Decisions**	APD FOs of Merit AJ Decisions	Total Number Complaint Closures Finding Discrimination**	APD Complaint Closures Finding Discrimination	Total Number Complaint Closures Finding No Discrimination**	APD Complaint Closures Finding No Discrimination
Office of Special Counsel	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Overseas Private Investment Corporation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Peace Corps	8	299.50	3	222.33	1	337.00	1	696.00	0	0.00	2	516.50
Pension Benefit Guaranty Corporation	5	483.40	4	512.75	0	0.00	0	0.00	0	0.00	0	0.00
Railroad Retirement Board	2	417.50	0	0.00	1	259.00	1	576.00	0	0.00	2	417.50
Securities and Exchange Commission	14	277.00	6	189.83	5	199.40	1	1,150.00	0	0.00	6	357.83
Selective Service System	2	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Small Business Administration	26	488.54	11	203.82	3	831.67	11	678.73	0	0.00	14	711.50
Smithsonian Institution	30	249.50	9	37.78	9	191.67	6	700.67	0	0.00	15	395.27
Social Security Administration	601	445.85	92	198.11	267	397.60	123	835.63	11	953.55	379	523.62
Tennessee Valley Authority	82	456.66	6	23.00	43	650.79	20	368.80	2	284.00	61	570.36
U.S. Postal Service	9,961	399.57	2,608	49.97	2,791	417.43	2,453	682.38	189	967.08	5,055	525.45
U.S. Tax Court	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cabinet Level Subtotal	21,542	406.30	5,190	122.08	5,899	479.03	4,528	657.96	330	851.31	10,097	547.11
Midsize Agencies Subtotal	1,036	485.48	192	208.65	402	481.07	219	820.80	14	840.07	607	595.36
Small Agencies Subtotal	396	458.84	128	200.56	80	479.13	85	866.22	1	789.00	164	677.87
Grand Total	22,974	410.78	5,510	126.92	6,381	479.16	4,832	669.01	345	850.68	10,868	551.78

*The total number of complaint closures is not consistent with the sum of the types of complaint closures. The Defense National Guard Bureau did not correct the errors in its 462 report within the allotted time frame.

**This column includes Merit Decisions (with AJ Decision) that are not fully implemented by the agency.

Table B-11 FY 2005 Types of Complaints Closures

Agency Name	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Agency for International Development	11	3	27.27%	1	9.09%	4	36.36%	3	27.27%
Armed Forces Retirement Home	2	0	0.00%	0	0.00%	2	100.00%	0	0.00%
Broadcasting Board of Governors	49	6	12.24%	11	22.45%	15	30.61%	17	34.69%
Central Intelligence Agency	20	1	5.00%	1	5.00%	6	30.00%	12	60.00%
Commodity Futures Trading Commission	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%
Consumer Product Safety Commission	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	4	1	25.00%	1	25.00%	0	0.00%	2	50.00%
Defense Army and Air Force Exchange	162	61	37.65%	30	18.52%	28	17.28%	43	26.54%
Defense Commissary Agency	176	33	18.75%	33	18.75%	32	18.18%	78	44.32%
Defense Contract Audit Agency	22	10	45.45%	2	9.09%	2	9.09%	8	36.36%
Defense Contract Management Agency	46	16	34.78%	5	10.87%	10	21.74%	15	32.61%
Defense Dependent Education Activity	31	7	22.58%	1	3.23%	5	16.13%	18	58.06%
Defense Finance and Accounting Service	110	30	27.27%	4	3.64%	25	22.73%	51	46.36%
Defense Human Resource Activity	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Defense Information Systems Agency	10	2	20.00%	2	20.00%	1	10.00%	5	50.00%
Defense Intelligence Agency	8	5	62.50%	1	12.50%	1	12.50%	1	12.50%
Defense Logistics Agency	182	46	25.27%	22	12.09%	44	24.18%	70	38.46%
Defense National Geospatial-Intelligence	13	2	15.38%	9	69.23%	0	0.00%	2	15.38%
Defense National Guard Bureau*	55	16	29.09%	16	29.09%	14	25.45%	19	34.55%
Defense National Security Agency	29	8	27.59%	3	10.34%	5	17.24%	13	44.83%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	6	4	66.67%	1	16.67%	0	0.00%	1	16.67%
Defense Office of the Secretary	32	5	15.63%	8	25.00%	8	25.00%	11	34.38%
Defense Security Service	11	1	9.09%	5	45.45%	1	9.09%	4	36.36%
Defense Threat Reduction Agency	8	4	50.00%	0	0.00%	3	37.50%	1	12.50%
Defense Uniformed Services University	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Department of Agriculture	575	214	37.22%	61	10.61%	123	21.39%	177	30.78%
Department of Commerce	225	57	25.33%	15	6.67%	41	18.22%	112	49.78%
Department of Education	46	11	23.91%	9	19.57%	6	13.04%	20	43.48%
Department of Energy	70	25	35.71%	2	2.86%	12	17.14%	31	44.29%

Table B-11 (1)

Table B-11 FY 2005 Types of Complaints Closures

Agency Name	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Department of Health and Human Services	256	61	23.83%	30	11.72%	66	25.78%	99	38.67%
Department of Homeland Security	1,374	176	12.81%	86	6.26%	305	22.20%	807	58.73%
Department of Housing and Urban Development	148	33	22.30%	8	5.41%	31	20.95%	76	51.35%
Department of Justice	924	144	15.58%	39	4.22%	212	22.94%	529	57.25%
Department of Labor	123	32	26.02%	8	6.50%	52	42.28%	31	25.20%
Department of State	84	12	14.29%	4	4.76%	21	25.00%	47	55.95%
Department of the Air Force	652	230	35.28%	62	9.51%	121	18.56%	239	36.66%
Department of the Army	1,328	476	35.84%	163	12.27%	332	25.00%	357	26.88%
Department of the Interior	333	99	29.73%	15	4.50%	43	12.91%	176	52.85%
Department of the Navy	733	186	25.38%	71	9.69%	160	21.83%	316	43.11%
Department of the Treasury	665	136	20.45%	98	14.74%	65	9.77%	366	55.04%
Department of Transportation	569	92	16.17%	37	6.50%	268	47.10%	172	30.23%
Department of Veterans Affairs	2,573	529	20.56%	213	8.28%	544	21.14%	1,287	50.02%
Environmental Protection Agency	109	9	8.26%	5	4.59%	36	33.03%	59	54.13%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	40	11	27.50%	4	10.00%	3	7.50%	22	55.00%
Export-Import Bank of the US	2	0	0.00%	2	100.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Federal Deposit Insurance Corporation	53	17	32.08%	1	1.89%	8	15.09%	27	50.94%
Federal Election Commission	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Federal Energy Regulatory Commission	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
Federal Housing Finance Board	1	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Federal Labor Relations Authority	2	0	0.00%	0	0.00%	1	50.00%	1	50.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%

Table B-11 (2)

Table B-11 FY 2005 Types of Complaints Closures

Agency Name	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Federal Retirement Thrift Investment Board	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	2	1	50.00%	0	0.00%	0	0.00%	1	50.00%
General Services Administration	85	22	25.88%	9	10.59%	17	20.00%	37	43.53%
Government Printing Office	47	14	29.79%	3	6.38%	7	14.89%	23	48.94%
Holocaust Memorial Museum U.S.	3	0	0.00%	0	0.00%	3	100.00%	0	0.00%
International Boundary and Water Commission	1	0	0.00%	1	100.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0.00%	1	50.00%	1	50.00%
Merit Systems Protection Board	2	0	0.00%	0	0.00%	1	50.00%	1	50.00%
National Aeronautics and Space Administration	50	21	42.00%	0	0.00%	13	26.00%	16	32.00%
National Archives and Records Administration	14	1	7.14%	0	0.00%	0	0.00%	13	92.86%
National Credit Union Administration	6	0	0.00%	0	0.00%	0	0.00%	6	100.00%
National Endowment for the Arts	1	0	0.00%	0	0.00%	0	0.00%	1	100.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	5	3	60.00%	1	20.00%	0	0.00%	1	20.00%
National Labor Relations Board	12	5	41.67%	0	0.00%	0	0.00%	7	58.33%
National Science Foundation	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
National Transportation Safety Board	10	1	10.00%	0	0.00%	1	10.00%	8	80.00%
Nuclear Regulatory Commission	12	7	58.33%	2	16.67%	0	0.00%	3	25.00%
Office of Personnel Management	103	3	2.91%	7	6.80%	67	65.05%	26	25.24%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	8	0	0.00%	3	37.50%	3	37.50%	2	25.00%
Pension Benefit Guaranty Corporation	5	0	0.00%	1	20.00%	4	80.00%	0	0.00%
Railroad Retirement Board	2	0	0.00%	0	0.00%	0	0.00%	2	100.00%
Securities and Exchange Commission	14	2	14.29%	0	0.00%	6	42.86%	6	42.86%
Selective Service System	2	1	50.00%	0	0.00%	1	50.00%	0	0.00%
Small Business Administration	26	0	0.00%	1	3.85%	11	42.31%	14	53.85%
Smithsonian Institution	30	5	16.67%	1	3.33%	9	30.00%	15	50.00%

Table B-11 (3)

Table B-11 FY 2005 Types of Complaints Closures

Agency Name	Total Complaint Closures	Number Settlements	% Settlements	Number Withdrawals	% Withdrawals	Number Dismissals	% Dismissals	Merit Complaint Closures	% Merit Complaint Closures
Social Security Administration	601	73	12.15%	46	7.65%	92	15.31%	390	64.89%
Tennessee Valley Authority	82	12	14.63%	1	1.22%	6	7.32%	63	76.83%
U.S. Postal Service	9,961	1,277	12.82%	832	8.35%	2,608	26.18%	5,244	52.65%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	21,542	4,040	18.75%	1,895	8.80%	5,190	24.09%	10,427	48.40%
Midsized Agencies Subtotal	1,036	159	15.35%	64	6.18%	192	18.53%	621	59.94%
Small Agencies Subtotal	396	65	16.41%	38	9.60%	128	32.32%	165	41.67%
Grand Total	22,974	4,264	18.56%	1,997	8.69%	5,510	23.98%	11,213	48.81%

*The total number of complaint closures is not consistent with the sum of the types of complaint closures. The Defense National Guard Bureau did not correct the errors in its 462 report within the allotted time frame.

Table B-12 FY 2005 Average Processing Days (APD) All Complaint Closures

Agency Name	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
Agency for International Development	636.55	424.00	424.00	0.00	941.67	941.67	0.00	536.14
Armed Forces Retirement Home	181.00	0.00	0.00	0.00	0.00	0.00	0.00	181.00
Broadcasting Board of Governors	406.76	271.00	271.00	0.00	398.17	449.00	296.50	455.03
Central Intelligence Agency	488.90	151.00	151.00	0.00	271.00	271.00	0.00	519.78
Commodity Futures Trading Commission	494.00	0.00	0.00	0.00	132.00	132.00	0.00	856.00
Consumer Product Safety Commission	111.00	0.00	0.00	0.00	111.00	111.00	0.00	0.00
Corporation for National and Community Service	100.00	0.00	0.00	0.00	100.00	0.00	100.00	0.00
Court Services and Offender Supervision Agency for the District of Columbia	391.75	92.00	92.00	0.00	1.00	1.00	0.00	737.00
Defense Army and Air Force Exchange	385.50	399.00	489.04	38.83	275.39	589.84	133.14	474.39
Defense Commissary Agency	243.26	92.73	92.59	93.75	194.97	118.14	251.58	302.91
Defense Contract Audit Agency	624.45	204.00	204.00	0.00	665.10	803.13	113.00	667.90
Defense Contract Management Agency	489.72	311.60	311.60	0.00	378.38	776.40	197.45	596.60
Defense Dependent Education Activity	482.48	209.00	209.00	0.00	266.00	266.00	0.00	560.26
Defense Finance and Accounting Service	372.36	205.25	253.33	61.00	335.40	435.86	59.13	395.75
Defense Human Resource Activity	291.00	0.00	0.00	0.00	0.00	0.00	0.00	291.00
Defense Information Systems Agency	459.40	179.50	179.50	0.00	201.00	201.00	0.00	638.83
Defense Intelligence Agency	339.75	194.00	194.00	0.00	459.80	0.00	459.80	112.50
Defense Logistics Agency	298.82	174.05	165.78	211.25	225.28	242.00	221.76	352.58
Defense National Geospatial-Intelligence	163.54	27.78	27.78	0.00	258.00	487.00	29.00	680.00
Defense National Guard Bureau	385.42	124.75	124.75	0.00	100.75	3.00	123.31	764.78
Defense National Security Agency	416.45	247.00	247.00	0.00	395.13	395.13	0.00	454.17
Defense Nuclear Facilities Safety Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Inspector General	592.83	893.00	893.00	0.00	264.25	0.00	264.25	1,607.00
Defense Office of the Secretary	628.16	233.50	233.50	0.00	936.60	936.60	0.00	713.16
Defense Security Service	324.55	198.60	198.60	0.00	554.00	554.00	0.00	404.60
Defense Threat Reduction Agency	289.25	0.00	0.00	0.00	389.25	389.25	0.00	189.25
Defense Uniformed Services University	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Agriculture	703.21	459.49	459.49	0.00	700.53	702.77	674.65	754.68
Department of Commerce	605.03	422.60	422.60	0.00	476.12	496.77	261.40	670.93
Department of Education	415.26	80.11	80.11	0.00	530.73	530.73	0.00	482.42
Department of Energy	455.81	788.50	307.00	1,270.00	504.92	758.92	270.46	411.79

Table B-12 FY 2005 Average Processing Days (APD) All Complaint Closures

Agency Name	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
Department of Health and Human Services	428.80	321.10	334.11	204.00	444.10	451.74	296.33	442.73
Department of Homeland Security	674.65	346.45	338.77	471.00	516.26	537.65	223.92	725.10
Department of Housing and Urban Development	519.78	318.63	352.29	83.00	546.79	613.21	174.80	526.49
Department of Justice	253.71	265.51	268.55	150.00	375.56	384.57	298.07	229.41
Department of Labor	680.11	392.38	392.38	0.00	823.34	0.00	823.34	652.63
Department of State	393.55	192.75	256.00	3.00	318.75	369.17	268.33	418.56
Department of the Air Force	326.08	240.68	258.82	71.33	217.44	304.54	178.55	410.19
Department of the Army	334.65	210.81	191.16	725.00	258.84	286.91	186.44	416.33
Department of the Interior	514.89	242.93	242.93	0.00	417.23	425.97	347.36	577.66
Department of the Navy	451.70	269.39	269.39	0.00	360.20	372.71	279.68	514.65
Department of the Treasury	523.82	408.05	408.05	0.00	444.58	472.98	175.85	575.14
Department of Transportation	373.38	272.32	272.32	0.00	422.97	446.14	312.88	371.51
Department of Veterans Affairs	260.97	240.11	240.84	232.28	259.06	262.23	220.38	263.94
Environmental Protection Agency	675.61	453.20	557.75	35.00	441.33	441.33	0.00	709.52
EOP - National Drug Control Policy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Administration	180.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00
EOP - Office of Management and Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of the U.S. Trade Representative	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equal Employment Opportunity Commission	469.98	154.00	189.00	49.00	323.91	388.29	211.25	584.80
Export-Import Bank of the US	400.00	400.00	400.00	0.00	0.00	0.00	0.00	0.00
Farm Credit Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Communications Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Deposit Insurance Corporation	601.36	112.00	112.00	0.00	673.76	732.62	482.50	580.17
Federal Election Commission	31.00	0.00	0.00	0.00	0.00	0.00	0.00	31.00
Federal Energy Regulatory Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Housing Finance Board	297.00	0.00	0.00	0.00	0.00	0.00	0.00	297.00
Federal Labor Relations Authority	162.00	0.00	0.00	0.00	0.00	0.00	0.00	162.00
Federal Maritime Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Mediation and Conciliation Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Reserve System--Board of Governors	312.50	0.00	0.00	0.00	0.00	0.00	0.00	312.50
Federal Retirement Thrift Investment Board	437.00	0.00	0.00	0.00	437.00	437.00	0.00	0.00
Federal Trade Commission	319.00	0.00	0.00	0.00	296.00	296.00	0.00	342.00

Table B-12 FY 2005 Average Processing Days (APD) All Complaint Closures

Agency Name	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
General Services Administration	444.11	456.67	498.14	311.50	431.36	460.79	245.00	447.20
Government Printing Office	789.66	439.33	439.33	0.00	988.43	988.43	0.00	731.93
Holocaust Memorial Museum U.S.	922.00	0.00	0.00	0.00	0.00	0.00	0.00	922.00
International Boundary and Water Commission	233.00	233.00	233.00	0.00	0.00	0.00	0.00	0.00
International Trade Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
John F. Kennedy Center for the Performing Arts	213.00	0.00	0.00	0.00	0.00	0.00	0.00	213.00
Merit Systems Protection Board	62.00	0.00	0.00	0.00	0.00	0.00	0.00	62.00
National Aeronautics and Space Administration	682.08	0.00	0.00	0.00	661.67	530.11	760.33	696.86
National Archives and Records Administration	675.79	0.00	0.00	0.00	404.00	404.00	0.00	696.69
National Credit Union Administration	97.17	0.00	0.00	0.00	0.00	0.00	0.00	97.17
National Endowment for the Arts	183.00	0.00	0.00	0.00	0.00	0.00	0.00	183.00
National Endowment for the Humanities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Gallery of Art	412.60	383.00	383.00	0.00	393.33	393.33	0.00	500.00
National Labor Relations Board	911.92	0.00	0.00	0.00	317.40	317.40	0.00	1,336.57
National Science Foundation	236.00	0.00	0.00	0.00	0.00	0.00	0.00	236.00
National Transportation Safety Board	543.80	0.00	0.00	0.00	793.00	0.00	793.00	516.11
Nuclear Regulatory Commission	353.17	246.00	419.00	73.00	172.71	191.50	60.00	845.67
Office of Personnel Management	345.85	554.00	554.00	0.00	474.67	474.67	0.00	326.03
Office of Special Counsel	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Overseas Private Investment Corporation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Peace Corps	299.50	232.00	232.00	0.00	0.00	0.00	0.00	340.00
Pension Benefit Guaranty Corporation	483.40	366.00	366.00	0.00	0.00	0.00	0.00	512.75
Railroad Retirement Board	417.50	0.00	0.00	0.00	0.00	0.00	0.00	417.50
Securities and Exchange Commission	277.00	0.00	0.00	0.00	296.00	296.00	0.00	273.83
Selective Service System	50.00	0.00	0.00	0.00	50.00	50.00	0.00	50.00
Small Business Administration	488.54	499.00	499.00	0.00	0.00	0.00	0.00	488.12
Smithsonian Institution	249.50	78.00	78.00	0.00	227.60	229.33	225.00	261.21
Social Security Administration	445.85	278.63	281.73	139.00	383.16	426.30	163.92	471.30
Tennessee Valley Authority	456.66	0.00	0.00	0.00	162.33	162.33	0.00	514.46
U.S. Postal Service	399.57	311.60	311.60	0.00	588.57	589.79	527.56	378.15
U.S. Tax Court	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-12 FY 2005 Average Processing Days (APD) All Complaint Closures

Agency Name	APD All Complaint Closures	APD All Withdrawals	APD Non-ADR Withdrawals	APD ADR Withdrawals	APD All Settlements	APD Non-ADR Settlements	APD ADR Settlements	APD All Final Agency Actions
Cabinet Level Subtotal	406.30	292.65	293.59	262.21	435.49	471.12	257.24	412.55
Midsized Agencies Subtotal	485.48	310.66	318.08	199.25	439.42	441.76	430.48	508.25
Small Agencies Subtotal	458.84	327.11	341.89	61.00	486.75	522.29	265.67	469.73
Grand Total	410.78	293.88	295.25	251.83	436.42	470.88	265.34	418.21

Table B-13 FY 2005 Complaints Closed with Dismissals

Agency Name	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Agency for International Development	11	4	3	75.00%	1	25.00%	1	100.00%	0	0.00%
Armed Forces Retirement Home	2	2	2	100.00%	0	0.00%	0	0.00%	0	0.00%
Broadcasting Board of Governors	49	15	10	66.67%	5	33.33%	5	100.00%	0	0.00%
Central Intelligence Agency	20	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	4	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	162	28	26	92.86%	2	7.14%	2	100.00%	0	0.00%
Defense Commissary Agency	176	32	29	90.63%	3	9.38%	3	100.00%	0	0.00%
Defense Contract Audit Agency	22	2	1	50.00%	1	50.00%	1	100.00%	0	0.00%
Defense Contract Management Agency	46	10	8	80.00%	2	20.00%	2	100.00%	0	0.00%
Defense Dependent Education Activity	31	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	110	25	25	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Human Resource Activity	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	10	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Defense Intelligence Agency	8	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	182	44	39	88.64%	5	11.36%	5	100.00%	0	0.00%
Defense National Geospatial-Intelligence	13	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	55	14	13	92.86%	1	7.14%	1	100.00%	0	0.00%
Defense National Security Agency	29	5	5	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	6	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary	32	8	8	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	11	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 (1)

Table B-13 FY 2005 Complaints Closed with Dismissals

Agency Name	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Defense Threat Reduction Agency	8	3	3	100.00%	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	1	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Department of Agriculture	575	123	47	38.21%	76	61.79%	76	100.00%	0	0.00%
Department of Commerce	225	41	41	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Education	46	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Energy	70	12	10	83.33%	2	16.67%	2	100.00%	0	0.00%
Department of Health and Human Services	256	66	62	93.94%	4	6.06%	4	100.00%	0	0.00%
Department of Homeland Security	1,374	305	296	97.05%	9	2.95%	8	88.89%	1	11.11%
Department of Housing and Urban Development	148	31	31	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of Justice	924	212	201	94.81%	11	5.19%	11	100.00%	0	0.00%
Department of Labor	123	52	49	94.23%	3	5.77%	3	100.00%	0	0.00%
Department of State	84	21	21	100.00%	0	0.00%	0	0.00%	0	0.00%
Department of the Air Force	652	121	109	90.08%	12	9.92%	9	75.00%	3	25.00%
Department of the Army	1,328	332	328	98.80%	4	1.20%	4	100.00%	0	0.00%
Department of the Interior	333	43	38	88.37%	5	11.63%	5	100.00%	0	0.00%
Department of the Navy	733	160	150	93.75%	10	6.25%	10	100.00%	0	0.00%
Department of the Treasury	665	65	62	95.38%	3	4.62%	3	100.00%	0	0.00%
Department of Transportation	569	268	222	82.84%	46	17.16%	46	100.00%	0	0.00%
Department of Veterans Affairs	2,573	544	521	95.77%	23	4.23%	23	100.00%	0	0.00%
Environmental Protection Agency	109	36	33	91.67%	3	8.33%	3	100.00%	0	0.00%
EOP - National Drug Control Policy	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	1	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	40	3	2	66.67%	1	33.33%	1	100.00%	0	0.00%
Export-Import Bank of the US	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 (2)

Table B-13 FY 2005 Complaints Closed with Dismissals

Agency Name	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
Federal Deposit Insurance Corporation	53	8	8	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	1	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	1	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Federal Labor Relations Authority	2	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
General Services Administration	85	17	15	88.24%	2	11.76%	2	100.00%	0	0.00%
Government Printing Office	47	7	7	100.00%	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	3	3	0	0.00%	3	100.00%	3	100.00%	0	0.00%
International Boundary and Water Commission	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	2	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	50	13	13	100.00%	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	14	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	6	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	1	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	5	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	12	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Table B-13 (3)

Table B-13 FY 2005 Complaints Closed with Dismissals

Agency Name	Total Complaint Closures	Number All Dismissals	Number Final Agency Decision (FAD) Dismissals (no AJ)	% FAD Dismissals	Number Final Orders (FOs) of AJ Dismissals	% FOs of AJ Dismissals	Number FOs Fully Implementing (FI) AJ Dismissals	% FOs FI AJ Dismissals	Number FOs Not Fully Implementing (NFI) AJ Dismissals	% FOs NFI AJ Dismissals
National Transportation Safety Board	10	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Nuclear Regulatory Commission	12	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	103	67	67	100.00%	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Peace Corps	8	3	2	66.67%	1	33.33%	1	100.00%	0	0.00%
Pension Benefit Guaranty Corporation	5	4	2	50.00%	2	50.00%	2	100.00%	0	0.00%
Railroad Retirement Board	2	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	14	6	5	83.33%	1	16.67%	1	100.00%	0	0.00%
Selective Service System	2	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Small Business Administration	26	11	9	81.82%	2	18.18%	2	100.00%	0	0.00%
Smithsonian Institution	30	9	9	100.00%	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	601	92	79	85.87%	13	14.13%	13	100.00%	0	0.00%
Tennessee Valley Authority	82	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	9,961	2,608	2,597	99.58%	11	0.42%	11	100.00%	0	0.00%
U.S. Tax Court	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	21,542	5,190	4,955	95.47%	235	4.53%	231	98.30%	4	1.70%
Midsized Agencies Subtotal	1,036	192	172	89.58%	20	10.42%	20	100.00%	0	0.00%
Small Agencies Subtotal	396	128	111	86.72%	17	13.28%	17	100.00%	0	0.00%
Grand Total	22,974	5,510	5,238	95.06%	272	4.94%	268	98.53%	4	1.47%

Table B-14 FY 2005 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency Name	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Agency for International Development	1	681.00	423.00	0	0	0	0	0.00%
Armed Forces Retirement Home	0	0.00	0.00	0	0	0	0	0.00%
Broadcasting Board of Governors	4	239.00	20.25	2	2	0	4	100.00%
Central Intelligence Agency	6	301.17	45.50	3	3	0	6	100.00%
Commodity Futures Trading Commission	0	0.00	0.00	0	0	0	0	0.00%
Consumer Product Safety Commission	0	0.00	0.00	0	0	0	0	0.00%
Corporation for National and Community Service	0	0.00	0.00	0	0	0	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	2	737.00	151.00	0	0	0	0	0.00%
Defense Army and Air Force Exchange	25	595.28	361.28	5	3	1	9	36.00%
Defense Commissary Agency	40	362.83	45.08	32	7	1	40	100.00%
Defense Contract Audit Agency	5	627.00	28.60	2	1	2	5	100.00%
Defense Contract Management Agency	4	811.00	404.50	0	1	0	1	25.00%
Defense Dependent Education Activity	5	386.60	64.40	3	0	0	3	60.00%
Defense Finance and Accounting Service	15	196.40	196.40	3	3	0	6	40.00%
Defense Human Resource Activity	1	291.00	161.00	0	0	0	0	0.00%
Defense Information Systems Agency	3	688.00	42.00	1	1	1	3	100.00%
Defense Intelligence Agency	1	185.00	185.00	0	0	0	0	0.00%
Defense Logistics Agency	40	539.55	239.03	2	3	2	7	17.50%
Defense National Geospatial-Intelligence	0	0.00	0.00	0	0	0	0	0.00%
Defense National Guard Bureau	13	503.69	492.69	0	6	0	6	46.15%
Defense National Security Agency	11	541.27	133.27	0	0	0	0	0.00%
Defense Nuclear Facilities Safety Board	0	0.00	0.00	0	0	0	0	0.00%
Defense Office of the Inspector General	1	1,607.00	39.00	1	0	0	1	100.00%
Defense Office of the Secretary	5	1,054.00	322.00	0	0	0	0	0.00%
Defense Security Service	4	494.50	63.00	2	0	0	2	50.00%
Defense Threat Reduction Agency	0	0.00	0.00	0	0	0	0	0.00%
Defense Uniformed Services University	0	0.00	0.00	0	0	0	0	0.00%
Department of Agriculture	95	736.16	422.26	4	8	0	12	12.63%
Department of Commerce	65	962.29	328.62	8	10	17	35	53.85%

Table B-14 FY 2005 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency Name	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Department of Education	11	449.36	449.36	0	0	0	0	0.00%
Department of Energy	16	309.81	86.19	6	3	2	11	68.75%
Department of Health and Human Services	41	611.07	343.71	4	7	0	11	26.83%
Department of Homeland Security	551	979.48	1,013.12	0	0	0	0	0.00%
Department of Housing and Urban Development	45	669.84	270.33	11	6	0	17	37.78%
Department of Justice	401	250.74	96.92	154	61	5	220	54.86%
Department of Labor	16	1,006.94	187.75	0	1	0	1	6.25%
Department of State	32	378.47	86.28	6	3	2	11	34.38%
Department of the Air Force	121	482.38	165.02	1	12	18	31	25.62%
Department of the Army	168	669.47	202.79	4	7	2	13	7.74%
Department of the Interior	99	492.53	202.19	33	12	12	57	57.58%
Department of the Navy	189	576.79	53.64	112	19	14	145	76.72%
Department of the Treasury	224	559.13	78.83	144	0	0	144	64.29%
Department of Transportation	96	461.00	68.80	16	24	20	60	62.50%
Department of Veterans Affairs	765	275.16	77.52	51	163	117	331	43.27%
Environmental Protection Agency	33	791.67	459.58	1	1	2	4	12.12%
EOP - National Drug Control Policy	0	0.00	0.00	0	0	0	0	0.00%
EOP - Office of Administration	0	0.00	0.00	0	0	0	0	0.00%
EOP - Office of Management and Budget	0	0.00	0.00	0	0	0	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0.00	0.00	0	0	0	0	0.00%
Equal Employment Opportunity Commission	11	614.36	222.64	0	3	0	3	27.27%
Export-Import Bank of the US	0	0.00	0.00	0	0	0	0	0.00%
Farm Credit Administration	0	0.00	0.00	0	0	0	0	0.00%
Federal Communications Commission	0	0.00	0.00	0	0	0	0	0.00%
Federal Deposit Insurance Corporation	21	506.81	98.48	1	4	6	11	52.38%
Federal Election Commission	0	0.00	0.00	0	0	0	0	0.00%
Federal Energy Regulatory Commission	0	0.00	0.00	0	0	0	0	0.00%
Federal Housing Finance Board	0	0.00	0.00	0	0	0	0	0.00%
Federal Labor Relations Authority	1	268.00	60.00	1	0	0	1	100.00%

Table B-14 FY 2005 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency Name	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Federal Maritime Commission	0	0.00	0.00	0	0	0	0	0.00%
Federal Mediation and Conciliation Service	0	0.00	0.00	0	0	0	0	0.00%
Federal Reserve System--Board of Governors	2	312.50	60.00	2	0	0	2	100.00%
Federal Retirement Thrift Investment Board	0	0.00	0.00	0	0	0	0	0.00%
Federal Trade Commission	1	342.00	60.00	1	0	0	1	100.00%
General Services Administration	14	297.71	53.21	5	4	5	14	100.00%
Government Printing Office	9	684.56	347.67	4	0	1	5	55.56%
Holocaust Memorial Museum U.S.	0	0.00	0.00	0	0	0	0	0.00%
International Boundary and Water Commission	0	0.00	0.00	0	0	0	0	0.00%
International Trade Commission	0	0.00	0.00	0	0	0	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0.00	0.00	0	0	0	0	0.00%
Merit Systems Protection Board	1	92.00	92.00	0	0	0	0	0.00%
National Aeronautics and Space Administration	12	1,174.25	702.67	0	0	0	0	0.00%
National Archives and Records Administration	5	778.80	340.40	0	0	0	0	0.00%
National Credit Union Administration	3	194.33	194.33	0	2	0	2	66.67%
National Endowment for the Arts	1	183.00	30.00	0	1	0	1	100.00%
National Endowment for the Humanities	0	0.00	0.00	0	0	0	0	0.00%
National Gallery of Art	0	0.00	0.00	0	0	0	0	0.00%
National Labor Relations Board	2	343.00	40.00	0	1	0	1	50.00%
National Science Foundation	2	236.00	43.00	0	2	0	2	100.00%
National Transportation Safety Board	6	364.67	362.00	0	1	0	1	16.67%
Nuclear Regulatory Commission	1	167.00	167.00	0	0	0	0	0.00%
Office of Personnel Management	15	626.67	323.87	1	2	0	3	20.00%
Office of Special Counsel	0	0.00	0.00	0	0	0	0	0.00%
Overseas Private Investment Corporation	0	0.00	0.00	0	0	0	0	0.00%
Peace Corps	1	337.00	48.00	0	1	0	1	100.00%
Pension Benefit Guaranty Corporation	0	0.00	0.00	0	0	0	0	0.00%
Railroad Retirement Board	1	259.00	59.00	0	1	0	1	100.00%

Table B-14 FY 2005 Timeliness of Merit Final Agency Decisions (FAD) (No AJ Decision)

Agency Name	Total Number Agency Merit Decisions (No AJ Decision)	APD from Date of Complaints Filed/Remanded	APD From Date FAD Required	Number Timely Completed Where FAD Requested	Number Timely Completed Where No Election Made	Number Timely Completed Where AJ Ordered FAD	Total Number Timely Agency Merit Decisions (No AJ Decision)	% Timely Agency Merit Decisions (No AJ Decision)
Securities and Exchange Commission	5	199.40	44.60	0	4	0	4	80.00%
Selective Service System	0	0.00	0.00	0	0	0	0	0.00%
Small Business Administration	3	831.67	831.67	0	0	0	0	0.00%
Smithsonian Institution	9	191.67	25.22	3	4	1	8	88.89%
Social Security Administration	267	397.60	397.60	0	3	1	4	1.50%
Tennessee Valley Authority	43	650.79	572.74	0	0	2	2	4.65%
U.S. Postal Service	2,791	417.43	49.89	585	1,525	397	2,507	89.82%
U.S. Tax Court	0	0.00	0.00	0	0	0	0	0.00%
Cabinet Level Subtotal	5,899	479.03	176.23	1,190	1,886	613	3,689	62.54%
Midsized Agencies Subtotal	402	481.07	397.81	10	16	17	43	10.70%
Small Agencies Subtotal	80	479.13	212.46	14	23	1	38	47.50%
Grand Total	6,381	479.16	190.65	1,214	1,925	631	3,770	59.08%

Table B-15 FY 2005 Complaints Closed with Findings of Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination
Agency for International Development	3	1	0	0.00%	2	0	0.00%	0	0.00%
Armed Forces Retirement Home	0	0	0	0.00%	0	0	0.00%	0	0.00%
Broadcasting Board of Governors	17	4	0	0.00%	13	0	0.00%	0	0.00%
Central Intelligence Agency	12	6	0	0.00%	6	0	0.00%	0	0.00%
Commodity Futures Trading Commission	1	0	0	0.00%	1	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	2	2	0	0.00%	0	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	43	25	0	0.00%	18	1	5.56%	0	0.00%
Defense Commissary Agency	78	40	0	0.00%	38	5	13.16%	4	80.00%
Defense Contract Audit Agency	8	5	0	0.00%	3	0	0.00%	0	0.00%
Defense Contract Management Agency	15	4	0	0.00%	11	0	0.00%	0	0.00%
Defense Dependent Education Activity	18	5	0	0.00%	13	0	0.00%	0	0.00%
Defense Finance and Accounting Service	51	15	1	6.67%	36	1	2.78%	1	100.00%
Defense Human Resource Activity	1	1	0	0.00%	0	0	0.00%	0	0.00%
Defense Information Systems Agency	5	3	0	0.00%	2	0	0.00%	0	0.00%
Defense Intelligence Agency	1	1	0	0.00%	0	0	0.00%	0	0.00%
Defense Logistics Agency	70	40	1	2.50%	30	0	0.00%	0	0.00%
Defense National Geospatial-Intelligence	2	0	0	0.00%	2	0	0.00%	0	0.00%
Defense National Guard Bureau	19	13	0	0.00%	6	0	0.00%	0	0.00%
Defense National Security Agency	13	11	1	9.09%	2	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Inspector General	1	1	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Secretary	11	5	0	0.00%	6	0	0.00%	0	0.00%
Defense Security Service	4	4	0	0.00%	0	0	0.00%	0	0.00%
Defense Threat Reduction Agency	1	0	0	0.00%	1	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%
Department of Agriculture	177	95	1	1.05%	82	8	9.76%	8	100.00%
Department of Commerce	112	65	0	0.00%	47	0	0.00%	0	0.00%
Department of Education	20	11	0	0.00%	9	0	0.00%	0	0.00%
Department of Energy	31	16	1	6.25%	15	2	13.33%	2	100.00%

Table B-15 (1)

Table B-15 FY 2005 Complaints Closed with Findings of Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination
Department of Health and Human Services	99	41	2	4.88%	58	4	6.90%	3	75.00%
Department of Homeland Security	807	551	2	0.36%	256	9	3.52%	6	66.67%
Department of Housing and Urban Development	76	45	0	0.00%	31	1	3.23%	1	100.00%
Department of Justice	529	401	4	1.00%	128	10	7.81%	8	80.00%
Department of Labor	31	16	2	12.50%	15	0	0.00%	0	0.00%
Department of State	47	32	0	0.00%	15	0	0.00%	0	0.00%
Department of the Air Force	239	121	2	1.65%	118	11	9.32%	11	100.00%
Department of the Army	357	168	1	0.60%	189	9	4.76%	9	100.00%
Department of the Interior	176	99	1	1.01%	77	9	11.69%	4	44.44%
Department of the Navy	316	189	0	0.00%	127	7	5.51%	5	71.43%
Department of the Treasury	366	224	2	0.89%	142	0	0.00%	0	0.00%
Department of Transportation	172	96	1	1.04%	76	9	11.84%	5	55.56%
Department of Veterans Affairs	1,287	765	13	1.70%	522	20	3.83%	10	50.00%
Environmental Protection Agency	59	33	0	0.00%	26	0	0.00%	0	0.00%
EOP - National Drug Control Policy	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	22	11	0	0.00%	11	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0	0.00%	1	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	27	21	0	0.00%	6	1	16.67%	0	0.00%
Federal Election Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	1	0	0	0.00%	1	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	1	0	0.00%	0	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	2	0	0.00%	0	0	0.00%	0	0.00%

Table B-15 (2)

Table B-15 FY 2005 Complaints Closed with Findings of Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Trade Commission	1	1	0	0.00%	0	0	0.00%	0	0.00%
General Services Administration	37	14	0	0.00%	23	0	0.00%	0	0.00%
Government Printing Office	23	9	0	0.00%	14	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	1	0	0	0.00%	1	0	0.00%	0	0.00%
Merit Systems Protection Board	1	1	0	0.00%	0	0	0.00%	0	0.00%
National Aeronautics and Space Administration	16	12	0	0.00%	4	0	0.00%	0	0.00%
National Archives and Records Administration	13	5	0	0.00%	8	0	0.00%	0	0.00%
National Credit Union Administration	6	3	0	0.00%	3	0	0.00%	0	0.00%
National Endowment for the Arts	1	1	0	0.00%	0	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Gallery of Art	1	0	0	0.00%	1	0	0.00%	0	0.00%
National Labor Relations Board	7	2	0	0.00%	5	0	0.00%	0	0.00%
National Science Foundation	2	2	0	0.00%	0	0	0.00%	0	0.00%
National Transportation Safety Board	8	6	0	0.00%	2	0	0.00%	0	0.00%
Nuclear Regulatory Commission	3	1	0	0.00%	2	0	0.00%	0	0.00%
Office of Personnel Management	26	15	0	0.00%	11	1	9.09%	0	0.00%
Office of Special Counsel	0	0	0	0.00%	0	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Peace Corps	2	1	0	0.00%	1	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Railroad Retirement Board	2	1	0	0.00%	1	0	0.00%	0	0.00%
Securities and Exchange Commission	6	5	0	0.00%	1	0	0.00%	0	0.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%
Small Business Administration	14	3	0	0.00%	11	0	0.00%	0	0.00%
Smithsonian Institution	15	9	0	0.00%	6	0	0.00%	0	0.00%

Table B-15 (3)

Table B-15 FY 2005 Complaints Closed with Findings of Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number Merit FADs Finding Discrimination	% Merit FADs Finding Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	Number FOs of AJ Merit Decisions Finding Discrimination	% FOs of AJ Merit Decisions Finding Discrimination	Number FOs Fully Implementing (FI) AJ Merit Decisions Finding Discrimination	% FOs FI AJ Merit Decisions Finding Discrimination
Social Security Administration	390	267	0	0.00%	123	11	8.94%	0	0.00%
Tennessee Valley Authority	63	43	1	2.33%	20	1	5.00%	1	100.00%
U.S. Postal Service	5,244	2,791	48	1.72%	2,453	141	5.75%	104	73.76%
U.S. Tax Court	0	0	0	0.00%	0	0	0.00%	0	0.00%
Cabinet Level Subtotal	10,427	5,899	83	1.41%	4,528	247	5.45%	181	73.28%
Midsized Agencies Subtotal	621	402	1	0.25%	219	13	5.94%	1	7.69%
Small Agencies Subtotal	165	80	0	0.00%	85	1	1.18%	0	0.00%
Grand Total	11,213	6,381	84	1.32%	4,832	261	5.40%	182	69.73%

Table B-16 FY 2005 Complaints Closed with Findings of No Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number FADs Finding No Discrimination	% FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Decisions Finding No Discrimination	% FOs of AJ Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination	% FOs FI AJ Decisions Finding No Discrimination
Agency for International Development	3	1	1	100.00%	2	2	100.00%	2	100.00%
Armed Forces Retirement Home	0	0	0	0.00%	0	0	0.00%	0	0.00%
Broadcasting Board of Governors	17	4	4	100.00%	13	13	100.00%	13	100.00%
Central Intelligence Agency	12	6	6	100.00%	6	6	100.00%	6	100.00%
Commodity Futures Trading Commission	1	0	0	0.00%	1	1	100.00%	1	100.00%
Consumer Product Safety Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Corporation for National and Community Service	0	0	0	0.00%	0	0	0.00%	0	0.00%
Court Services and Offender Supervision Agency for the District of Columbia	2	2	2	100.00%	0	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	43	25	25	100.00%	18	17	94.44%	17	100.00%
Defense Commissary Agency	78	40	40	100.00%	38	33	86.84%	33	100.00%
Defense Contract Audit Agency	8	5	5	100.00%	3	3	100.00%	3	100.00%
Defense Contract Management Agency	15	4	4	100.00%	11	11	100.00%	11	100.00%
Defense Dependent Education Activity	18	5	5	100.00%	13	13	100.00%	13	100.00%
Defense Finance and Accounting Service	51	15	14	93.33%	36	35	97.22%	35	100.00%
Defense Human Resource Activity	1	1	1	100.00%	0	0	0.00%	0	0.00%
Defense Information Systems Agency	5	3	3	100.00%	2	2	100.00%	2	100.00%
Defense Intelligence Agency	1	1	1	100.00%	0	0	0.00%	0	0.00%
Defense Logistics Agency	70	40	39	97.50%	30	30	100.00%	30	100.00%
Defense National Geospatial-Intelligence	2	0	0	0.00%	2	2	100.00%	2	100.00%
Defense National Guard Bureau	19	13	13	100.00%	6	6	100.00%	6	100.00%
Defense National Security Agency	13	11	10	90.91%	2	2	100.00%	2	100.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Defense Office of the Inspector General	1	1	1	100.00%	0	0	0.00%	0	0.00%
Defense Office of the Secretary	11	5	5	100.00%	6	6	100.00%	6	100.00%
Defense Security Service	4	4	4	100.00%	0	0	0.00%	0	0.00%
Defense Threat Reduction Agency	1	0	0	0.00%	1	1	100.00%	1	100.00%
Defense Uniformed Services University	0	0	0	0.00%	0	0	0.00%	0	0.00%
Department of Agriculture	177	95	94	98.95%	82	74	90.24%	74	100.00%
Department of Commerce	112	65	65	100.00%	47	47	100.00%	47	100.00%
Department of Education	20	11	11	100.00%	9	9	100.00%	9	100.00%
Department of Energy	31	16	15	93.75%	15	13	86.67%	13	100.00%

Table B-16 (1)

Table B-16 FY 2005 Complaints Closed with Findings of No Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number FADs Finding No Discrimination	% FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Decisions Finding No Discrimination	% FOs of AJ Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination	% FOs FI AJ Decisions Finding No Discrimination
Department of Health and Human Services	99	41	39	95.12%	58	54	93.10%	54	100.00%
Department of Homeland Security	807	551	549	99.64%	256	247	96.48%	247	100.00%
Department of Housing and Urban Development	76	45	45	100.00%	31	30	96.77%	30	100.00%
Department of Justice	529	401	397	99.00%	128	118	92.19%	118	100.00%
Department of Labor	31	16	14	87.50%	15	15	100.00%	15	100.00%
Department of State	47	32	32	100.00%	15	15	100.00%	15	100.00%
Department of the Air Force	239	121	119	98.35%	118	107	90.68%	106	99.07%
Department of the Army	357	168	167	99.40%	189	180	95.24%	180	100.00%
Department of the Interior	176	99	98	98.99%	77	68	88.31%	68	100.00%
Department of the Navy	316	189	189	100.00%	127	120	94.49%	120	100.00%
Department of the Treasury	366	224	222	99.11%	142	142	100.00%	142	100.00%
Department of Transportation	172	96	95	98.96%	76	67	88.16%	67	100.00%
Department of Veterans Affairs	1,287	765	752	98.30%	522	502	96.17%	502	100.00%
Environmental Protection Agency	59	33	33	100.00%	26	26	100.00%	26	100.00%
EOP - National Drug Control Policy	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0	0.00%	0	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	22	11	11	100.00%	11	11	100.00%	11	100.00%
Export-Import Bank of the US	0	0	0	0.00%	0	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Communications Commission	1	0	0	0.00%	1	1	100.00%	1	100.00%
Federal Deposit Insurance Corporation	27	21	21	100.00%	6	5	83.33%	5	100.00%
Federal Election Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	1	0	0	0.00%	1	1	100.00%	1	100.00%
Federal Housing Finance Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Labor Relations Authority	1	1	1	100.00%	0	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0	0.00%	0	0	0.00%	0	0.00%

Table B-16 (2)

Table B-16 FY 2005 Complaints Closed with Findings of No Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number FADs Finding No Discrimination	% FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Decisions Finding No Discrimination	% FOs of AJ Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination	% FOs FI AJ Decisions Finding No Discrimination
Federal Reserve System—Board of Governors	2	2	2	100.00%	0	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0	0.00%	0	0	0.00%	0	0.00%
Federal Trade Commission	1	1	1	100.00%	0	0	0.00%	0	0.00%
General Services Administration	37	14	14	100.00%	23	23	100.00%	23	100.00%
Government Printing Office	23	9	9	100.00%	14	14	100.00%	14	100.00%
Holocaust Memorial Museum U.S.	0	0	0	0.00%	0	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
International Trade Commission	0	0	0	0.00%	0	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	1	0	0	0.00%	1	1	100.00%	1	100.00%
Merit Systems Protection Board	1	1	1	100.00%	0	0	0.00%	0	0.00%
National Aeronautics and Space Administration	16	12	12	100.00%	4	4	100.00%	4	100.00%
National Archives and Records Administration	13	5	5	100.00%	8	8	100.00%	8	100.00%
National Credit Union Administration	6	3	3	100.00%	3	3	100.00%	3	100.00%
National Endowment for the Arts	1	1	1	100.00%	0	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0	0	0.00%	0	0.00%
National Gallery of Art	1	0	0	0.00%	1	1	100.00%	1	100.00%
National Labor Relations Board	7	2	2	100.00%	5	5	100.00%	5	100.00%
National Science Foundation	2	2	2	100.00%	0	0	0.00%	0	0.00%
National Transportation Safety Board	8	6	6	100.00%	2	2	100.00%	2	100.00%
Nuclear Regulatory Commission	3	1	1	100.00%	2	2	100.00%	2	100.00%
Office of Personnel Management	26	15	15	100.00%	11	10	90.91%	10	100.00%
Office of Special Counsel	0	0	0	0.00%	0	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Peace Corps	2	1	1	100.00%	1	1	100.00%	1	100.00%
Pension Benefit Guaranty Corporation	0	0	0	0.00%	0	0	0.00%	0	0.00%
Railroad Retirement Board	2	1	1	100.00%	1	1	100.00%	1	100.00%
Securities and Exchange Commission	6	5	5	100.00%	1	1	100.00%	1	100.00%
Selective Service System	0	0	0	0.00%	0	0	0.00%	0	0.00%

Table B-16 (3)

Table B-16 FY 2005 Complaints Closed with Findings of No Discrimination

Agency Name	Total Number Merit Decisions	Number Merit Final Agency Decisions (FADs) (no AJ)	Number FADs Finding No Discrimination	% FADs Finding No Discrimination	Number Final Orders (FOs) of AJ Merit Decisions	FOs of AJ Decisions Finding No Discrimination	% FOs of AJ Decisions Finding No Discrimination	Number FOs Fully Implementing (FI) AJ Decisions Finding No Discrimination	% FOs FI AJ Decisions Finding No Discrimination
Small Business Administration	14	3	3	100.00%	11	11	100.00%	11	100.00%
Smithsonian Institution	15	9	9	100.00%	6	6	100.00%	6	100.00%
Social Security Administration	390	267	267	100.00%	123	112	91.06%	112	100.00%
Tennessee Valley Authority	63	43	42	97.67%	20	19	95.00%	19	100.00%
U.S. Postal Service	5,244	2,791	2,743	98.28%	2,453	2,312	94.25%	2,309	99.87%
U.S. Tax Court	0	0	0	0.00%	0	0	0.00%	0	0.00%
Cabinet Level Subtotal	10,427	5,899	5,816	98.59%	4,528	4,281	94.55%	4,277	99.91%
Midsized Agencies Subtotal	621	402	401	99.75%	219	206	94.06%	206	100.00%
Small Agencies Subtotal	165	80	80	100.00%	85	84	98.82%	84	100.00%
Grand Total	11,213	6,381	6,297	98.68%	4,832	4,571	94.60%	4,567	99.91%

Table B-17 FY 2005 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency Name	APD All Final Agency Decisions (FADs) (No AJ)	APD FADs Finding Discrimination	APD FADs Finding No Discrimination	APD Merit FADs From Date of Complaints Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Decisions Finding Discrimination	APD FI AJ Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Agency for International Development	277.75	0.00	681.00	681.00	143.33	880.67	880.67	0.00	1,198.50	245.00
Armed Forces Retirement Home	181.00	0.00	0.00	0.00	181.00	0.00	0.00	0.00	0.00	0.00
Broadcasting Board of Governors	101.07	0.00	239.00	239.00	45.90	730.33	730.33	0.00	767.08	634.80
Central Intelligence Agency	163.58	0.00	301.17	301.17	26.00	1,232.17	1,232.17	0.00	1,232.17	0.00
Commodity Futures Trading Commission	0.00	0.00	0.00	0.00	0.00	856.00	856.00	0.00	856.00	0.00
Consumer Product Safety Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Corporation for National and Community Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Court Services and Offender Supervision Agency for the District of Columbia	737.00	0.00	737.00	737.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Army and Air Force Exchange	363.25	0.00	595.28	595.28	140.15	757.80	754.11	0.00	755.82	739.50
Defense Commissary Agency	283.35	0.00	362.83	362.83	173.72	335.83	338.10	337.25	337.00	351.33
Defense Contract Audit Agency	529.83	0.00	627.00	627.00	44.00	875.00	875.00	0.00	803.00	1,091.00
Defense Contract Management Agency	292.42	0.00	811.00	811.00	33.13	877.38	877.38	0.00	842.73	1,068.00
Defense Dependent Education Activity	224.10	0.00	386.60	386.60	61.60	818.85	818.85	0.00	818.85	0.00
Defense Finance and Accounting Service	87.83	204.00	195.86	196.40	22.68	737.89	737.89	98.00	756.17	0.00
Defense Human Resource Activity	291.00	0.00	291.00	291.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Information Systems Agency	688.00	0.00	688.00	688.00	0.00	589.67	589.67	0.00	714.50	340.00
Defense Intelligence Agency	112.50	0.00	185.00	185.00	40.00	0.00	0.00	0.00	0.00	0.00
Defense Logistics Agency	314.59	339.00	544.69	539.55	83.87	438.31	438.31	0.00	458.33	318.20
Defense National Geospatial-Intelligence	0.00	0.00	0.00	0.00	0.00	680.00	680.00	0.00	680.00	0.00
Defense National Guard Bureau	620.77	0.00	503.69	503.69	737.85	208.14	208.14	0.00	67.83	1,050.00
Defense National Security Agency	428.94	812.00	514.20	541.27	181.80	656.00	656.00	0.00	656.00	0.00
Defense Nuclear Facilities Safety Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Inspector General	1,607.00	0.00	1,607.00	1,607.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Secretary	478.38	0.00	1,054.00	1,054.00	118.63	1,221.83	1,221.83	0.00	1,221.83	0.00
Defense Security Service	404.60	0.00	494.50	494.50	45.00	0.00	0.00	0.00	0.00	0.00
Defense Threat Reduction Agency	33.33	0.00	0.00	0.00	33.33	657.00	657.00	0.00	657.00	0.00
Defense Uniformed Services University	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Agriculture	622.95	479.00	738.89	736.16	394.13	873.06	873.06	950.63	776.58	958.84
Department of Commerce	639.14	0.00	962.29	962.29	126.83	742.64	742.64	0.00	742.64	0.00

Table B-17 (1)

Table B-17 FY 2005 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency Name	APD All Final Agency Decisions (FADs) (No AJ)	APD FADs Finding Discrimination	APD FADs Finding No Discrimination	APD Merit FADs From Date of Complaints Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Decisions Finding Discrimination	APD FI AJ Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Department of Education	488.82	0.00	449.36	449.36	561.17	470.33	470.33	0.00	470.33	0.00
Department of Energy	233.73	60.00	326.47	309.81	112.00	684.12	684.12	780.50	683.77	590.00
Department of Health and Human Services	310.96	696.00	606.72	611.07	112.50	661.63	582.70	0.00	623.15	473.75
Department of Homeland Security	725.32	1,168.00	978.80	979.48	252.19	724.39	724.26	1,006.33	715.98	768.38
Department of Housing and Urban Development	465.11	0.00	669.84	669.84	167.90	676.97	676.97	756.00	674.33	0.00
Department of Justice	189.02	209.75	251.15	250.74	65.90	404.33	396.35	278.38	387.34	578.82
Department of Labor	539.80	614.50	1,063.00	1,006.94	387.27	1,060.06	1,060.06	0.00	942.07	1,650.00
Department of State	243.55	0.00	378.47	378.47	37.95	1,036.93	1,036.93	0.00	1,036.93	0.00
Department of the Air Force	287.47	677.50	479.10	482.38	71.10	627.32	635.88	622.09	640.37	599.89
Department of the Army	307.16	843.00	668.43	669.47	121.59	696.87	696.87	661.00	691.99	997.00
Department of the Interior	397.16	987.00	487.48	492.53	148.71	879.23	855.26	1,802.75	795.75	906.60
Department of the Navy	404.39	0.00	576.79	576.79	187.17	787.49	786.89	1,069.20	772.75	815.40
Department of the Treasury	513.33	776.00	557.17	559.13	347.89	697.06	697.06	0.00	702.12	457.67
Department of Transportation	205.47	237.00	463.36	461.00	94.96	804.32	787.58	649.20	720.78	899.93
Department of Veterans Affairs	187.33	280.69	275.06	275.16	58.36	444.74	443.87	470.80	448.21	337.52
Environmental Protection Agency	511.68	0.00	791.67	791.67	231.70	1,159.76	1,159.76	0.00	1,209.77	726.33
EOP - National Drug Control Policy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Administration	180.00	0.00	0.00	0.00	180.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Management and Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of the U.S. Trade Representative	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equal Employment Opportunity Commission	535.15	0.00	614.36	614.36	99.50	638.58	638.58	0.00	658.82	416.00
Export-Import Bank of the US	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Farm Credit Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Communications Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Deposit Insurance Corporation	517.14	0.00	506.81	506.81	544.25	884.83	921.00	0.00	921.00	0.00
Federal Election Commission	31.00	0.00	0.00	0.00	31.00	0.00	0.00	0.00	0.00	0.00
Federal Energy Regulatory Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Housing Finance Board	0.00	0.00	0.00	0.00	0.00	297.00	297.00	0.00	0.00	297.00
Federal Labor Relations Authority	162.00	0.00	268.00	268.00	56.00	0.00	0.00	0.00	0.00	0.00
Federal Maritime Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-17 (2)

Table B-17 FY 2005 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency Name	APD All Final Agency Decisions (FADs) (No AJ)	APD FADs Finding Discrimination	APD FADs Finding No Discrimination	APD Merit FADs From Date of Complaints Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Decisions Finding Discrimination	APD FI AJ Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Federal Mediation and Conciliation Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Reserve System—Board of Governors	312.50	0.00	312.50	312.50	0.00	0.00	0.00	0.00	0.00	0.00
Federal Retirement Thrift Investment Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Trade Commission	342.00	0.00	342.00	342.00	0.00	0.00	0.00	0.00	0.00	0.00
General Services Administration	166.72	0.00	297.71	297.71	44.47	772.56	772.56	0.00	780.17	685.00
Government Printing Office	529.56	0.00	684.56	684.56	330.29	963.21	963.21	0.00	963.21	0.00
Holocaust Memorial Museum U.S.	0.00	0.00	0.00	0.00	0.00	922.00	922.00	0.00	0.00	922.00
International Boundary and Water Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
International Trade Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
John F. Kennedy Center for the Performing Arts	106.00	0.00	0.00	0.00	106.00	320.00	320.00	0.00	320.00	0.00
Merit Systems Protection Board	62.00	0.00	92.00	92.00	32.00	0.00	0.00	0.00	0.00	0.00
National Aeronautics and Space Administration	679.56	0.00	1,174.25	1,174.25	222.92	805.00	805.00	0.00	805.00	0.00
National Archives and Records Administration	778.80	0.00	778.80	778.80	0.00	645.38	645.38	0.00	645.38	0.00
National Credit Union Administration	194.33	0.00	194.33	194.33	0.00	0.00	0.00	0.00	0.00	0.00
National Endowment for the Arts	183.00	0.00	183.00	183.00	0.00	0.00	0.00	0.00	0.00	0.00
National Endowment for the Humanities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Gallery of Art	0.00	0.00	0.00	0.00	0.00	500.00	500.00	0.00	500.00	0.00
National Labor Relations Board	343.00	0.00	343.00	343.00	0.00	1,734.00	1,734.00	0.00	1,734.00	0.00
National Science Foundation	236.00	0.00	236.00	236.00	0.00	0.00	0.00	0.00	0.00	0.00
National Transportation Safety Board	364.67	0.00	364.67	364.67	0.00	819.00	819.00	0.00	909.50	638.00
Nuclear Regulatory Commission	167.00	0.00	167.00	167.00	0.00	1,185.00	1,185.00	0.00	1,185.00	0.00
Office of Personnel Management	235.44	0.00	626.67	626.67	147.85	1,001.36	1,022.60	0.00	1,022.60	0.00
Office of Special Counsel	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Overseas Private Investment Corporation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Peace Corps	189.00	0.00	337.00	337.00	115.00	566.50	566.50	0.00	696.00	437.00
Pension Benefit Guaranty Corporation	526.00	0.00	0.00	0.00	526.00	499.50	499.50	0.00	0.00	499.50
Railroad Retirement Board	259.00	0.00	259.00	259.00	0.00	576.00	576.00	0.00	576.00	0.00

Table B-17 (3)

Table B-17 FY 2005 Average Processing Days (APD) Final Agency Decisions (FADs) and Final Orders (FOs) Fully Implementing (FI) AJ Decisions

Agency Name	APD All Final Agency Decisions (FADs) (No AJ)	APD FADs Finding Discrimination	APD FADs Finding No Discrimination	APD Merit FADs From Date of Complaints Filed/Remanded	APD FAD Dismissals	APD ALL Final Orders (FOs) of AJ Decisions	APD FOs Fully Implementing (FI) Merit Decisions	APD FI AJ Decisions Finding Discrimination	APD FI AJ Decisions Finding No Discrimination	APD FOs FI AJ Dismissals
Securities and Exchange Commission	165.20	0.00	199.40	199.40	131.00	817.00	817.00	0.00	1,150.00	484.00
Selective Service System	0.00	0.00	0.00	0.00	0.00	50.00	50.00	0.00	0.00	50.00
Small Business Administration	329.17	0.00	831.67	831.67	161.67	634.85	634.85	0.00	678.73	393.50
Smithsonian Institution	114.72	0.00	191.67	191.67	37.78	700.67	700.67	0.00	700.67	0.00
Social Security Administration	340.48	0.00	397.60	397.60	147.44	804.13	790.98	0.00	824.05	506.00
Tennessee Valley Authority	573.92	441.00	655.79	650.79	23.00	368.80	368.80	127.00	381.53	0.00
U.S. Postal Service	238.90	558.69	414.96	417.43	47.03	682.65	675.41	1,095.20	656.18	744.18
U.S. Tax Court	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cabinet Level Subtotal	301.75	519.64	478.46	479.03	90.69	664.17	658.52	921.76	640.17	791.97
Midsized Agencies Subtotal	387.69	441.00	481.17	481.07	169.45	797.78	790.65	127.00	817.65	545.70
Small Agencies Subtotal	285.32	0.00	479.13	479.13	145.64	815.05	815.31	0.00	867.14	559.18
Grand Total	305.73	518.70	478.64	479.16	94.44	673.44	667.65	917.39	652.35	758.82

Table B-17 (4)

Table B-18 FY 2005 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency Name	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Agency for International Development	880.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Armed Forces Retirement Home	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Broadcasting Board of Governors	730.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Central Intelligence Agency	1,232.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Commodity Futures Trading Commission	856.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Consumer Product Safety Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Corporation for National and Community Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Court Services and Offender Supervision Agency for the District of Columbia	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Army and Air Force Exchange	757.80	828.00	828.00	0.00	0.00	828.00	0.00	0.00
Defense Commissary Agency	335.83	245.00	245.00	0.00	0.00	245.00	0.00	0.00
Defense Contract Audit Agency	875.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Contract Management Agency	877.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Dependent Education Activity	818.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Finance and Accounting Service	737.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Human Resource Activity	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Information Systems Agency	589.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Intelligence Agency	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Logistics Agency	438.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense National Geospatial-Intelligence	680.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense National Guard Bureau	208.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense National Security Agency	656.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Nuclear Facilities Safety Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Inspector General	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Office of the Secretary	1,221.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Security Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Threat Reduction Agency	657.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Defense Uniformed Services University	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Agriculture	873.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-18 (1)

Table B-18 FY 2005 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency Name	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Department of Commerce	742.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Education	470.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Energy	684.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Health and Human Services	661.63	5,476.00	5,476.00	0.00	0.00	5,476.00	0.00	0.00
Department of Homeland Security	724.39	732.75	818.33	0.00	0.00	818.33	0.00	476.00
Department of Housing and Urban Development	676.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Justice	404.33	951.00	951.00	0.00	0.00	951.00	0.00	0.00
Department of Labor	1,060.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of State	1,036.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of the Air Force	627.32	357.75	0.00	0.00	0.00	0.00	656.00	258.33
Department of the Army	696.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of the Interior	879.23	1,248.40	1,248.40	0.00	1,217.00	1,256.25	0.00	0.00
Department of the Navy	787.49	828.00	828.00	0.00	1,038.00	618.00	0.00	0.00
Department of the Treasury	697.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Department of Transportation	804.32	1,298.00	1,298.00	1,170.50	0.00	1,425.50	0.00	0.00
Department of Veterans Affairs	444.74	490.80	490.80	502.00	488.50	490.40	0.00	0.00
Environmental Protection Agency	1,159.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - National Drug Control Policy	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of Management and Budget	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
EOP - Office of the U.S. Trade Representative	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Equal Employment Opportunity Commission	638.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Export-Import Bank of the US	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Farm Credit Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Communications Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Deposit Insurance Corporation	884.83	704.00	704.00	0.00	0.00	704.00	0.00	0.00
Federal Election Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Energy Regulatory Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Housing Finance Board	297.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-18 (2)

Table B-18 FY 2005 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency Name	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Federal Labor Relations Authority	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Maritime Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Mediation and Conciliation Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Reserve System--Board of Governors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Retirement Thrift Investment Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal Trade Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Services Administration	772.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Government Printing Office	963.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Holocaust Memorial Museum U.S.	922.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
International Boundary and Water Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
International Trade Commission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
John F. Kennedy Center for the Performing Arts	320.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Merit Systems Protection Board	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Aeronautics and Space Administration	805.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Archives and Records Administration	645.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Credit Union Administration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Endowment for the Arts	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Endowment for the Humanities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Gallery of Art	500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Labor Relations Board	1,734.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Science Foundation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
National Transportation Safety Board	819.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Nuclear Regulatory Commission	1,185.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Office of Personnel Management	1,001.36	789.00	789.00	0.00	0.00	789.00	0.00	0.00
Office of Special Counsel	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Overseas Private Investment Corporation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Peace Corps	566.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B-18 (3)

Table B-18 FY 2005 Average Processing Days (APD) Final Orders (FOs) Not Fully Implementing (NFI) AJ Decisions

Agency Name	APD All Final Orders (FOs) of AJ Decisions	APD All FOs Not Fully Implementing (NFI) AJ Decisions	APD FOs NFI AJ Decisions Finding Discrimination	APD Agency Appeal of Finding in AJ Decisions	APD Agency Appeal of Remedy in AJ Decisions	APD Agency Appeal of Remedy and Finding in AJ Decisions	APD FOs NFI AJ Decisions Finding No Discrimination	APD FOs NFI AJ Dismissals
Pension Benefit Guaranty Corporation	499.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Railroad Retirement Board	576.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Securities and Exchange Commission	817.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Selective Service System	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Small Business Administration	634.85	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Smithsonian Institution	700.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Social Security Administration	804.13	953.55	953.55	0.00	0.00	953.55	0.00	0.00
Tennessee Valley Authority	368.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00
U.S. Postal Service	682.65	1,121.40	1,136.78	0.00	593.00	1,167.86	931.67	0.00
U.S. Tax Court	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cabinet Level Subtotal	664.17	1,022.53	1,075.23	947.67	674.38	1,140.49	862.75	312.75
Midsized Agencies Subtotal	797.78	932.75	932.75	0.00	0.00	932.75	0.00	0.00
Small Agencies Subtotal	815.05	789.00	789.00	0.00	0.00	789.00	0.00	0.00
Grand Total	673.44	1,007.46	1,049.96	947.67	674.38	1,098.66	862.75	312.75

Table B-19 FY 2005 Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Complaint Workload	Number Complaints Filed	Number Complaints Offered ADR	% Complaints Offered ADR of Complaint Workload	% Complaints Offered ADR of Complaints Filed	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaints Accepted into ADR	% Complaints Accepted into ADR of Complaints Filed	% Complaints Accepted into ADR of Complaint Workload
Agency for International Development	43	18	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Armed Forces Retirement Home	8	3	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Broadcasting Board of Governors	67	31	31	46.27%	100.00%	29	0	2	6.45%	2.99%
Central Intelligence Agency	40	21	16	40.00%	76.19%	14	0	2	9.52%	5.00%
Commodity Futures Trading Commission	3	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Consumer Product Safety Commission	3	2	2	66.67%	100.00%	2	0	0	0.00%	0.00%
Corporation for National and Community Service	5	3	1	20.00%	33.33%	0	0	1	33.33%	20.00%
Court Services and Offender Supervision Agency for the District of Columbia	11	4	1	9.09%	25.00%	0	0	1	25.00%	9.09%
Defense Army and Air Force Exchange	271	138	112	41.33%	81.16%	23	37	52	37.68%	19.19%
Defense Commissary Agency	306	136	100	32.68%	73.53%	52	19	29	21.32%	9.48%
Defense Contract Audit Agency	63	25	6	9.52%	24.00%	2	0	4	16.00%	6.35%
Defense Contract Management Agency	117	38	13	11.11%	34.21%	0	0	13	34.21%	11.11%
Defense Dependent Education Activity	70	27	5	7.14%	18.52%	2	1	2	7.41%	2.86%
Defense Finance and Accounting Service	206	84	46	22.33%	54.76%	5	22	19	22.62%	9.22%
Defense Human Resource Activity	6	3	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Information Systems Agency	33	15	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Intelligence Agency	28	10	5	17.86%	50.00%	0	0	5	50.00%	17.86%
Defense Logistics Agency	305	134	52	17.05%	38.81%	8	0	44	32.84%	14.43%
Defense National Geospatial- Intelligence	42	22	14	33.33%	63.64%	6	1	7	31.82%	16.67%
Defense National Guard Bureau	141	60	31	21.99%	51.67%	18	0	14	23.33%	9.93%
Defense National Security Agency	67	32	22	32.84%	68.75%	22	0	0	0.00%	0.00%
Defense Nuclear Facilities Safety Board	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Office of the Inspector General	8	6	4	50.00%	66.67%	0	0	4	66.67%	50.00%
Defense Office of the Secretary	77	29	1	1.30%	3.45%	0	0	1	3.45%	1.30%

Table B-19 (1)

Table B-19 FY 2005 Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Complaint Workload	Number Complaints Filed	Number Complaints Offered ADR	% Complaints Offered ADR of Complaint Workload	% Complaints Offered ADR of Complaints Filed	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaints Accepted into ADR	% Complaints Accepted into ADR of Complaints Filed	% Complaints Accepted into ADR of Complaint Workload
Defense Security Service	17	9	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Defense Threat Reduction Agency	18	11	9	50.00%	81.82%	9	0	0	0.00%	0.00%
Defense Uniformed Services University	2	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Department of Agriculture	1,970	628	65	3.30%	10.35%	34	1	30	4.78%	1.52%
Department of Commerce	549	186	72	13.11%	38.71%	60	0	12	6.45%	2.19%
Department of Education	125	76	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Department of Energy	162	75	56	34.57%	74.67%	33	5	18	24.00%	11.11%
Department of Health and Human Services	622	290	48	7.72%	16.55%	32	0	16	5.52%	2.57%
Department of Homeland Security	3,754	1,168	561	14.94%	48.03%	505	0	56	4.79%	1.49%
Department of Housing and Urban Development	295	105	32	10.85%	30.48%	0	7	25	23.81%	8.47%
Department of Justice	1,533	680	190	12.39%	27.94%	155	9	26	3.82%	1.70%
Department of Labor	394	144	143	36.29%	99.31%	93	7	43	29.86%	10.91%
Department of State	156	76	76	48.72%	100.00%	57	2	17	22.37%	10.90%
Department of the Air Force	1,264	602	342	27.06%	56.81%	115	31	196	32.56%	15.51%
Department of the Army	2,430	1,153	287	11.81%	24.89%	84	0	203	17.61%	8.35%
Department of the Interior	773	333	17	2.20%	5.11%	2	0	15	4.50%	1.94%
Department of the Navy	1,381	588	22	1.59%	3.74%	5	0	17	2.89%	1.23%
Department of the Treasury	1,648	613	168	10.19%	27.41%	125	22	21	3.43%	1.27%
Department of Transportation	1,070	408	34	3.18%	8.33%	0	0	34	8.33%	3.18%
Department of Veterans Affairs	4,828	2,128	130	2.69%	6.11%	57	0	73	3.43%	1.51%
Environmental Protection Agency	201	72	1	0.50%	1.39%	0	0	1	1.39%	0.50%
EOP - National Drug Control Policy	1	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
EOP - Office of Administration	3	2	0	0.00%	0.00%	0	0	0	0.00%	0.00%
EOP - Office of Management and Budget	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
EOP - Office of the U.S. Trade Representative	1	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%

Table B-19 (2)

Table B-19 FY 2005 Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Complaint Workload	Number Complaints Filed	Number Complaints Offered ADR	% Complaints Offered ADR of Complaint Workload	% Complaints Offered ADR of Complaints Filed	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaints Accepted into ADR	% Complaints Accepted into ADR of Complaints Filed	% Complaints Accepted into ADR of Complaint Workload
Equal Employment Opportunity Commission	64	26	26	40.63%	100.00%	17	0	9	34.62%	14.06%
Export-Import Bank of the US	10	2	2	20.00%	100.00%	2	0	0	0.00%	0.00%
Farm Credit Administration	1	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Communications Commission	5	3	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Deposit Insurance Corporation	97	30	30	30.93%	100.00%	18	0	12	40.00%	12.37%
Federal Election Commission	3	3	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Energy Regulatory Commission	6	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Housing Finance Board	2	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Labor Relations Authority	4	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Maritime Commission	1	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Mediation and Conciliation Service	3	2	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Reserve System—Board of Governors	7	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Retirement Thrift Investment Board	3	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Federal Trade Commission	7	2	0	0.00%	0.00%	0	0	0	0.00%	0.00%
General Services Administration	171	68	18	10.53%	26.47%	8	2	8	11.76%	4.68%
Government Printing Office	89	24	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Holocaust Memorial Museum U.S.	3	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
International Boundary and Water Commission	7	6	6	85.71%	100.00%	6	0	0	0.00%	0.00%
International Trade Commission	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
John F. Kennedy Center for the Performing Arts	5	2	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Merit Systems Protection Board	2	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Aeronautics and Space Administration	110	36	23	20.91%	63.89%	11	4	8	22.22%	7.27%

Table B-19 (3)

Table B-19 FY 2005 Complaint ADR Offers, Rejections, and Acceptances

Agency Name	Number Complaint Workload	Number Complaints Filed	Number Complaints Offered ADR	% Complaints Offered ADR of Complaint Workload	% Complaints Offered ADR of Complaints Filed	Number Offers Rejected by Complainant	Number Offers Rejected by Agency	Total Complaints Accepted into ADR	% Complaints Accepted into ADR of Complaints Filed	% Complaints Accepted into ADR of Complaint Workload
National Archives and Records Administration	25	10	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Credit Union Administration	13	5	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Endowment for the Arts	1	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Endowment for the Humanities	0	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Gallery of Art	7	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Labor Relations Board	16	4	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Science Foundation	4	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
National Transportation Safety Board	16	6	4	25.00%	66.67%	2	1	1	16.67%	6.25%
Nuclear Regulatory Commission	20	9	5	25.00%	55.56%	0	0	5	55.56%	25.00%
Office of Personnel Management	139	54	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Office of Special Counsel	1	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Overseas Private Investment Corporation	2	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Peace Corps	11	6	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Pension Benefit Guaranty Corporation	29	15	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Railroad Retirement Board	2	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Securities and Exchange Commission	31	17	1	3.23%	5.88%	0	0	1	5.88%	3.23%
Selective Service System	2	0	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Small Business Administration	81	39	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Smithsonian Institution	52	24	2	3.85%	8.33%	0	0	2	8.33%	3.85%
Social Security Administration	1,341	420	340	25.35%	80.95%	271	42	27	6.43%	2.01%
Tennessee Valley Authority	172	78	1	0.58%	1.28%	0	0	1	1.28%	0.58%
U.S. Postal Service	15,493	6,926	39	0.25%	0.56%	3	0	36	0.52%	0.23%
U.S. Tax Court	1	1	0	0.00%	0.00%	0	0	0	0.00%	0.00%
Cabinet Level Subtotal	40,224	16,959	2,702	6.72%	15.93%	1,507	164	1,032	6.09%	2.57%
Midsize Agencies Subtotal	2,225	767	415	18.65%	54.11%	308	48	59	7.69%	2.65%
Small Agencies Subtotal	727	291	95	13.07%	32.65%	72	1	22	7.56%	3.03%
Grand Total	43,176	18,017	3,212	7.44%	17.83%	1,887	213	1,113	6.18%	2.58%

Table B-19 (4)

Table B-20 FY 2005 ADR Complaint Resolutions

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
Agency for International Development	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%
Broadcasting Board of Governors	2	2	100.00%	0	0.00%	2	100.00%
Central Intelligence Agency	2	0	0.00%	0	0.00%	0	0.00%
Commodity Futures Trading Commission	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	1	1	100.00%	0	0.00%	1	100.00%
Court Services and Offender Supervision Agency for the District of Columbia	1	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	54	42	77.78%	6	11.11%	48	88.89%
Defense Commissary Agency	32	19	59.38%	4	12.50%	23	71.88%
Defense Contract Audit Agency	5	2	40.00%	0	0.00%	2	40.00%
Defense Contract Management Agency	14	11	78.57%	0	0.00%	11	78.57%
Defense Dependent Education Activity	1	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting Service	18	8	44.44%	1	5.56%	9	50.00%
Defense Human Resource Activity	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	5	5	100.00%	0	0.00%	5	100.00%
Defense Logistics Agency	43	38	88.37%	4	9.30%	42	97.67%
Defense National Geospatial-Intelligence	9	1	11.11%	0	0.00%	1	11.11%
Defense National Guard Bureau	14	10	71.43%	0	0.00%	10	71.43%
Defense National Security Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	4	4	100.00%	0	0.00%	4	100.00%
Defense Office of the Secretary	1	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	32	17	53.13%	0	0.00%	17	53.13%
Department of Commerce	12	5	41.67%	0	0.00%	5	41.67%
Department of Education	1	0	0.00%	0	0.00%	0	0.00%

Table B-20 (1)

Table B-20 FY 2005 ADR Complaint Resolutions

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
Department of Energy	16	13	81.25%	1	6.25%	14	87.50%
Department of Health and Human Services	11	3	27.27%	3	27.27%	6	54.55%
Department of Homeland Security	42	12	28.57%	5	11.90%	17	40.48%
Department of Housing and Urban Development	18	5	27.78%	1	5.56%	6	33.33%
Department of Justice	24	15	62.50%	1	4.17%	16	66.67%
Department of Labor	45	32	71.11%	0	0.00%	32	71.11%
Department of State	7	6	85.71%	1	14.29%	7	100.00%
Department of the Air Force	209	159	76.08%	6	2.87%	165	78.95%
Department of the Army	205	133	64.88%	6	2.93%	139	67.80%
Department of the Interior	15	11	73.33%	0	0.00%	11	73.33%
Department of the Navy	27	25	92.59%	0	0.00%	25	92.59%
Department of the Treasury	20	13	65.00%	0	0.00%	13	65.00%
Department of Transportation	36	16	44.44%	0	0.00%	16	44.44%
Department of Veterans Affairs	83	40	48.19%	18	21.69%	58	69.88%
Environmental Protection Agency	1	0	0.00%	1	100.00%	1	100.00%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and Budget	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	10	4	40.00%	1	10.00%	5	50.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	12	4	33.33%	0	0.00%	4	33.33%
Federal Election Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Energy Regulatory Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	0	0	0.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	0	0	0.00%	0	0.00%	0	0.00%

Table B-20 (2)

Table B-20 FY 2005 ADR Complaint Resolutions

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	8	3	37.50%	2	25.00%	5	62.50%
Government Printing Office	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	13	12	92.31%	0	0.00%	12	92.31%
National Archives and Records Administration	0	0	0.00%	0	0.00%	0	0.00%
National Credit Union Administration	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	1	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	0	0	0.00%	0	0.00%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	1	1	100.00%	0	0.00%	1	100.00%
Nuclear Regulatory Commission	4	1	25.00%	1	25.00%	2	50.00%
Office of Personnel Management	0	0	0.00%	0	0.00%	0	0.00%
Office of Special Counsel	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment Corporation	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	0	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	1	0	0.00%	0	0.00%	0	0.00%
Selective Service System	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	0	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	2	2	100.00%	0	0.00%	2	100.00%
Social Security Administration	29	12	41.38%	1	3.45%	13	44.83%
Tennessee Valley Authority	1	0	0.00%	0	0.00%	0	0.00%

Table B-20 (3)

Table B-20 FY 2005 ADR Complaint Resolutions

Agency Name	Number ADR Closures	Number ADR Settlements	% ADR Settlements	Number ADR Withdrawals	% ADR Withdrawals	Total Number ADR Resolutions	% ADR Resolutions
U.S. Postal Service	45	25	55.56%	0	0.00%	25	55.56%
U.S. Tax Court	0	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	1,048	670	63.93%	57	5.44%	727	69.37%
Midsized Agencies Subtotal	66	33	50.00%	4	6.06%	37	56.06%
Small Agencies Subtotal	23	9	39.13%	2	8.70%	11	47.83%
Grand Total	1,137	712	62.62%	63	5.54%	775	68.16%

Table B-21 FY 2005 Complaint Closures with Benefits

Agency Name	Number Complaint Closures with Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Agency for International Development	3	\$24,758.09	\$51,000.00	\$50,000.00	\$30,704.00	\$156,462.09	\$52,154.03	0	0.00%
Armed Forces Retirement Home	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Broadcasting Board of Governors	6	\$49,108.00	\$16,608.00	\$0.00	\$5,000.00	\$70,716.00	\$11,786.00	0	0.00%
Central Intelligence Agency	1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Commodity Futures Trading Commission	1	\$0.00	\$47,579.60	\$0.00	\$0.00	\$47,579.60	\$47,579.60	0	0.00%
Consumer Product Safety Commission	1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
Corporation for National and Community Service	1	\$216,560.00	\$0.00	\$0.00	\$5,500.00	\$222,060.00	\$222,060.00	1	100.00%
Court Services and Offender Supervision Agency for the District of Columbia	1	\$4,482.40	\$0.00	\$0.00	\$0.00	\$4,482.40	\$4,482.40	0	0.00%
Defense Army and Air Force Exchange	61	\$780.06	\$242,777.20	\$0.00	\$29,500.00	\$273,057.26	\$4,476.35	49	80.33%
Defense Commissary Agency	37	\$77,357.00	\$18,357.00	\$15,000.00	\$40,000.00	\$150,714.00	\$4,073.35	22	59.46%
Defense Contract Audit Agency	10	\$0.00	\$11,510.00	\$0.00	\$0.00	\$11,510.00	\$1,151.00	5	50.00%
Defense Contract Management Agency	16	\$6,000.00	\$10,921.36	\$0.00	\$5,059.00	\$21,980.36	\$1,373.77	10	62.50%
Defense Dependent Education Activity	7	\$25,000.00	\$0.00	\$2,500.00	\$0.00	\$27,500.00	\$3,928.57	3	42.86%
Defense Finance and Accounting Service	32	\$54,450.00	\$37,500.00	\$212,500.00	\$93,332.56	\$397,782.56	\$12,430.71	12	37.50%
Defense Human Resource Activity	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Information Systems Agency	2	\$0.00	\$87,489.00	\$0.00	\$0.00	\$87,489.00	\$43,744.50	2	100.00%
Defense Intelligence Agency	5	\$0.00	\$25,000.00	\$0.00	\$0.00	\$25,000.00	\$5,000.00	2	40.00%
Defense Logistics Agency	47	\$4,406.90	\$196,655.00	\$0.00	\$16,341.00	\$217,402.90	\$4,625.59	29	61.70%
Defense National Geospatial-Intelligence	2	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	2	100.00%
Defense National Guard Bureau	11	\$3,411.25	\$5,000.00	\$0.00	\$625.00	\$9,036.25	\$821.48	9	81.82%
Defense National Security Agency	9	\$24,122.52	\$16,500.00	\$2,000.00	\$0.00	\$42,622.52	\$4,735.84	0	0.00%
Defense Nuclear Facilities Safety Board	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Defense Office of the Inspector General	4	\$1,424.00	\$41,000.00	\$0.00	\$0.00	\$42,424.00	\$10,606.00	2	50.00%
Defense Office of the Secretary	5	\$10,638.00	\$23,500.00	\$21,000.00	\$44,226.39	\$99,364.39	\$19,872.88	2	40.00%
Defense Security Service	1	\$0.00	\$0.00	\$0.00	\$3,911.59	\$3,911.59	\$3,911.59	0	0.00%
Defense Threat Reduction Agency	4	\$0.00	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$1,250.00	4	100.00%
Defense Uniformed Services University	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Department of Agriculture	223	\$567,272.11	\$2,780,659.71	\$377,071.31	\$1,356,579.02	\$5,081,582.15	\$22,787.36	90	40.36%
Department of Commerce	57	\$56,890.45	\$643,145.00	\$0.00	\$114,258.00	\$814,293.45	\$14,285.85	26	45.61%
Department of Education	11	\$0.00	\$15,000.00	\$2,500.00	\$75,171.14	\$92,671.14	\$8,424.65	0	0.00%
Department of Energy	28	\$191,200.00	\$125,891.60	\$23,295.00	\$109,332.63	\$449,719.23	\$16,061.40	19	67.86%

Table B-21 (1)

Table B-21 FY 2005 Complaint Closures with Benefits

Agency Name	Number Complaint Closures with Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Department of Health and Human Services	66	\$586,814.11	\$552,617.18	\$193,000.00	\$514,271.16	\$1,846,702.45	\$27,980.34	30	45.45%
Department of Homeland Security	184	\$124,369.54	\$339,366.48	\$675,499.00	\$488,108.11	\$1,627,343.13	\$8,844.26	101	54.89%
Department of Housing and Urban Development	34	\$8,928.00	\$450,417.00	\$45,000.00	\$266,618.00	\$770,963.00	\$22,675.38	43	126.47%
Department of Justice	156	\$14,000.34	\$338,683.88	\$45,000.00	\$178,740.00	\$576,424.22	\$3,695.03	81	51.92%
Department of Labor	34	\$16,664.74	\$277,621.57	\$22,500.00	\$128,225.83	\$445,012.14	\$13,088.59	25	73.53%
Department of State	12	\$46,210.40	\$51,788.86	\$0.00	\$87,248.00	\$185,247.26	\$15,437.27	28	233.33%
Department of the Air Force	243	\$167,902.00	\$304,133.00	\$450,000.00	\$169,583.00	\$1,091,618.00	\$4,492.26	144	59.26%
Department of the Army	486	\$110,657.75	\$1,296,579.56	\$941,349.49	\$680,526.21	\$3,029,113.01	\$6,232.74	405	83.33%
Department of the Interior	104	\$129,258.14	\$994,010.12	\$215,000.00	\$283,033.46	\$1,621,301.72	\$15,589.44	49	47.12%
Department of the Navy	191	\$51,514.42	\$535,200.00	\$143,000.00	\$192,977.00	\$922,691.42	\$4,830.85	159	83.25%
Department of the Treasury	138	\$82,263.00	\$128,050.00	\$416,234.00	\$372,730.00	\$999,277.00	\$7,241.14	78	56.52%
Department of Transportation	98	\$4,750.00	\$482,850.00	\$61,950.00	\$317,955.20	\$867,505.20	\$8,852.09	51	52.04%
Department of Veterans Affairs	552	\$6,695.24	\$1,500,673.00	\$435,887.00	\$266,147.00	\$2,209,402.24	\$4,002.54	438	79.35%
Environmental Protection Agency	9	\$0.00	\$17,500.00	\$0.00	\$24,000.00	\$41,500.00	\$4,611.11	4	44.44%
EOP - National Drug Control Policy	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
EOP - Office of Administration	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
EOP - Office of Management and Budget	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
EOP - Office of the U.S. Trade Representative	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Equal Employment Opportunity Commission	11	\$0.00	\$20,000.00	\$0.00	\$4,000.00	\$24,000.00	\$2,181.82	8	72.73%
Export-Import Bank of the US	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Farm Credit Administration	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Communications Commission	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Deposit Insurance Corporation	17	\$35,067.00	\$44,784.00	\$80,000.00	\$104,262.00	\$264,113.00	\$15,536.06	11	64.71%
Federal Election Commission	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Energy Regulatory Commission	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Housing Finance Board	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Labor Relations Authority	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Maritime Commission	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Mediation and Conciliation Service	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%

Table B-21 (2)

Table B-21 FY 2005 Complaint Closures with Benefits

Agency Name	Number Complaint Closures with Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Federal Reserve System--Board of Governors	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Federal Retirement Thrift Investment Board	2	\$0.00	\$35,000.00	\$0.00	\$0.00	\$35,000.00	\$17,500.00	1	50.00%
Federal Trade Commission	1	\$0.00	\$0.00	\$5,000.00	\$10,000.00	\$15,000.00	\$15,000.00	1	100.00%
General Services Administration	22	\$12,374.22	\$34,075.00	\$205,000.00	\$73,133.00	\$324,582.22	\$14,753.74	7	31.82%
Government Printing Office	14	\$0.00	\$38,500.00	\$0.00	\$11,500.00	\$50,000.00	\$3,571.43	8	57.14%
Holocaust Memorial Museum U.S.	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
International Boundary and Water Commission	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
International Trade Commission	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
John F. Kennedy Center for the Performing Arts	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Merit Systems Protection Board	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Aeronautics and Space Administration	21	\$0.00	\$116,243.75	\$0.00	\$96,300.00	\$212,543.75	\$10,121.13	10	47.62%
National Archives and Records Administration	1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	1	100.00%
National Credit Union Administration	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Endowment for the Arts	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Endowment for the Humanities	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Gallery of Art	3	\$0.00	\$8,000.00	\$0.00	\$0.00	\$8,000.00	\$2,666.67	1	33.33%
National Labor Relations Board	5	\$0.00	\$91,270.89	\$0.00	\$25,786.63	\$117,057.52	\$23,411.50	1	20.00%
National Science Foundation	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
National Transportation Safety Board	1	\$0.00	\$65,000.00	\$0.00	\$0.00	\$65,000.00	\$65,000.00	0	0.00%
Nuclear Regulatory Commission	7	\$20,693.00	\$0.00	\$0.00	\$16,000.00	\$36,693.00	\$5,241.86	3	42.86%
Office of Personnel Management	3	\$8,190.24	\$56,809.31	\$0.00	\$3,000.00	\$67,999.55	\$22,666.52	0	0.00%
Office of Special Counsel	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Overseas Private Investment Corporation	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Peace Corps	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Pension Benefit Guaranty Corporation	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Railroad Retirement Board	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Securities and Exchange Commission	2	\$0.00	\$49,250.00	\$0.00	\$0.00	\$49,250.00	\$24,625.00	0	0.00%
Selective Service System	1	\$0.00	\$0.00	\$0.00	\$2,195.00	\$2,195.00	\$2,195.00	0	0.00%
Small Business Administration	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%

Table B-21 (3)

Table B-21 FY 2005 Complaint Closures with Benefits

Agency Name	Number Complaint Closures with Benefits	Total Amount Back Pay / Front Pay	Total Amount Lump Sum Payments	Total Amount Compensatory Damages	Total Amount Attorney's Fees and Costs	Total Amount All Monetary Benefits	Average Monetary Benefits Per Complaint Closures With Benefits	Number Complaint Closures with Non-Monetary Benefits	% Complaint Closures with Non-Monetary Benefits
Smithsonian Institution	5	\$0.00	\$241,332.33	\$189,000.00	\$45,000.00	\$475,332.33	\$95,066.47	4	80.00%
Social Security Administration	73	\$0.00	\$408,201.00	\$0.00	\$14,444.60	\$422,645.60	\$5,789.67	50	68.49%
Tennessee Valley Authority	14	\$94,264.00	\$152,700.00	\$0.00	\$2,500.00	\$249,464.00	\$17,818.86	5	35.71%
U.S. Postal Service	1,429	\$686,778.73	\$16,114,638.99	\$4,709,164.78	\$3,144,696.35	\$24,655,278.85	\$17,253.52	562	39.33%
U.S. Tax Court	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	0.00%
Cabinet Level Subtotal	4,299	\$3,059,758.70	\$27,652,535.51	\$9,009,450.58	\$8,979,195.65	\$48,700,940.44	\$11,328.43	2,482	57.73%
Midsize Agencies Subtotal	161	\$141,705.22	\$1,014,836.08	\$474,000.00	\$359,639.60	\$1,990,180.90	\$12,361.37	91	56.52%
Small Agencies Subtotal	65	\$323,791.73	\$479,017.80	\$55,000.00	\$113,685.63	\$971,495.16	\$14,946.08	27	41.54%
Grand Total	4,525	\$3,525,255.65	\$29,146,389.39	\$9,538,450.58	\$9,452,520.88	\$51,662,616.50	\$11,417.15	2,600	57.46%

Table B-22 FY 2005 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Agency for International Development	11	11	6	1	0	18
Armed Forces Retirement Home	2	2	0	0	0	2
Broadcasting Board of Governors	49	49	19	3	5	76
Central Intelligence Agency	20	17	3	1	0	21
Commodity Futures Trading Commission	2	2	0	0	0	2
Consumer Product Safety Commission	1	1	0	0	0	1
Corporation for National and Community Service	1	1	0	0	0	1
Court Services and Offender Supervision Agency for the District of Columbia	4	3	1	1	0	5
Defense Army and Air Force Exchange	162	129	30	29	0	188
Defense Commissary Agency	176	155	30	30	0	215
Defense Contract Audit Agency	22	17	12	6	0	35
Defense Contract Management Agency	46	45	24	9	0	78
Defense Dependent Education Activity	31	26	9	9	0	44
Defense Finance and Accounting Service	110	111	15	7	0	133
Defense Human Resource Activity	1	0	1	0	0	1
Defense Information Systems Agency	10	10	4	2	0	16
Defense Intelligence Agency	8	8	5	1	0	14
Defense Logistics Agency	182	177	73	33	1	284
Defense National Geospatial-Intelligence	13	13	1	3	2	19
Defense National Guard Bureau	55	45	5	5	1	56
Defense National Security Agency	29	24	10	9	2	45
Defense Nuclear Facilities Safety Board	0	0	0	0	0	0
Defense Office of the Inspector General	6	6	2	0	0	8
Defense Office of the Secretary	32	28	8	5	0	41
Defense Security Service	11	8	4	3	0	15
Defense Threat Reduction Agency	8	3	4	2	0	9
Defense Uniformed Services University	1	1	1	1	0	3
Department of Agriculture	575	499	152	91	7	749
Department of Commerce	225	182	85	54	1	322
Department of Education	46	46	2	1	0	49
Department of Energy	70	54	38	8	1	101
Department of Health and Human Services	256	231	83	55	2	371
Department of Homeland Security	1,374	1,158	438	312	0	1,908
Department of Housing and Urban Development	148	133	44	20	2	199
Department of Justice	924	779	192	168	0	1,139
Department of Labor	123	110	45	32	1	188
Department of State	84	58	22	23	0	103
Department of the Air Force	652	551	180	138	2	871

Table B-22 (1)

Table B-22 FY 2005 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
Department of the Army	1,328	1,145	404	173	7	1,729
Department of the Interior	333	294	111	58	10	473
Department of the Navy	733	587	209	116	11	923
Department of the Treasury	665	620	198	205	1	1,024
Department of Transportation	569	446	215	82	5	748
Department of Veterans Affairs	2,573	1,630	553	558	20	2,761
Environmental Protection Agency	109	99	37	34	2	172
EOP - National Drug Control Policy	0	0	0	0	0	0
EOP - Office of Administration	1	1	0	0	0	1
EOP - Office of Management and Budget	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	0	0	0	0	0	0
Equal Employment Opportunity Commission	40	38	15	9	1	63
Export-Import Bank of the US	2	1	1	0	0	2
Farm Credit Administration	0	0	0	0	0	0
Federal Communications Commission	1	1	0	0	0	1
Federal Deposit Insurance Corporation	53	49	23	5	1	78
Federal Election Commission	1	1	0	1	0	2
Federal Energy Regulatory Commission	1	0	0	1	0	1
Federal Housing Finance Board	1	1	1	1	0	3
Federal Labor Relations Authority	2	2	0	0	1	3
Federal Maritime Commission	0	0	0	0	0	0
Federal Mediation and Conciliation Service	0	0	0	0	0	0
Federal Reserve System--Board of Governors	2	1	2	0	0	3
Federal Retirement Thrift Investment Board	2	2	2	0	1	5
Federal Trade Commission	2	2	1	0	0	3
General Services Administration	85	72	31	21	0	124
Government Printing Office	47	34	10	8	0	52
Holocaust Memorial Museum U.S.	3	3	0	0	0	3
International Boundary and Water Commission	1	0	1	0	0	1
International Trade Commission	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	2	2	0	0	0	2
Merit Systems Protection Board	2	2	2	1	0	5
National Aeronautics and Space Administration	50	46	16	10	0	72
National Archives and Records Administration	14	8	5	6	0	19
National Credit Union Administration	6	5	0	1	0	6
National Endowment for the Arts	1	1	0	0	0	1
National Endowment for the Humanities	0	0	0	0	0	0
National Gallery of Art	5	4	1	1	0	6
National Labor Relations Board	12	12	1	0	0	13

Table B-22 (2)

Table B-22 FY 2005 Complaint Closures By Statute

Agency or Department	Total Complaint Closures	Title VII	ADEA	Rehabilitation Act	EPA	Total by Statute
National Science Foundation	2	2	0	0	0	2
National Transportation Safety Board	10	8	1	1	0	10
Nuclear Regulatory Commission	12	12	0	0	0	12
Office of Personnel Management	103	76	18	24	0	118
Office of Special Counsel	0	0	0	0	0	0
Overseas Private Investment Corporation	0	0	0	0	0	0
Peace Corps	8	7	3	2	1	13
Pension Benefit Guaranty Corporation	5	5	1	0	0	6
Railroad Retirement Board	2	1	1	0	0	2
Securities and Exchange Commission	14	12	9	1	0	22
Selective Service System	2	2	0	0	0	2
Small Business Administration	26	19	16	4	0	39
Smithsonian Institution	30	24	12	8	0	44
Social Security Administration	601	497	231	152	0	880
Tennessee Valley Authority	82	46	47	15	0	108
U.S. Postal Service	9,961	7,763	2,654	3,429	5	13,851
U.S. Tax Court	0	0	0	0	0	0
Cabinet Level Subtotal	21,542	17,092	5,863	5,677	81	28,713
Midsize Agencies Subtotal	1,036	852	413	249	3	1,517
Small Agencies Subtotal	396	332	104	63	9	508
Grand Total	22,974	18,276	6,380	5,989	93	30,738

Table B-23 FY 2005 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Agency for International Development	32	14,644	457.63	0	0	0.00	20	3,778	188.90	8	8,566	1,070.75	4	2,300	575.00
Armed Forces Retirement Home	6	1,785	297.50	0	0	0.00	0	0	0.00	4	1,244	311.00	2	541	270.50
Broadcasting Board of Governors	18	3,646	202.56	1	7	7.00	10	1,162	116.20	3	1,328	442.67	4	1,149	287.25
Central Intelligence Agency	20	8,475	423.75	0	0	0.00	11	1,234	112.18	6	4,548	758.00	3	2,693	897.67
Commodity Futures Trading Commission	1	71	71.00	0	0	0.00	1	71	71.00	0	0	0.00	0	0	0.00
Consumer Product Safety Commission	2	556	278.00	0	0	0.00	0	0	0.00	2	556	278.00	0	0	0.00
Corporation for National and Community Service	4	1,178	294.50	0	0	0.00	1	165	165.00	2	835	417.50	1	178	178.00
Court Services and Offender Supervision Agency for the District of Columbia	7	2,460	351.43	3	285	95.00	0	0	0.00	3	1,634	544.67	1	541	541.00
Defense Army and Air Force Exchange	109	27,946	256.39	1	3	3.00	76	13,510	177.76	27	13,825	512.04	5	608	121.60
Defense Commissary Agency	130	27,061	208.16	10	534	53.40	58	12,356	213.03	55	12,080	219.64	7	2,091	298.71
Defense Contract Audit Agency	41	21,287	519.20	0	0	0.00	20	2,414	120.70	21	18,873	898.71	0	0	0.00
Defense Contract Management Agency	71	66,739	939.99	0	0	0.00	27	9,898	366.59	33	47,183	1,429.79	11	9,658	878.00
Defense Dependent Education Activity	39	12,384	317.54	7	483	69.00	12	1,769	147.42	14	8,243	588.79	6	1,889	314.83
Defense Finance and Accounting Service	91	61,462	675.41	0	0	0.00	27	2,315	85.74	50	55,329	1,106.58	14	3,818	272.71
Defense Human Resource Activity	5	1,553	310.60	0	0	0.00	1	45	45.00	3	1,207	402.33	1	301	301.00
Defense Information Systems Agency	23	5,253	228.39	0	0	0.00	8	1,067	133.38	15	4,186	279.07	0	0	0.00
Defense Intelligence Agency	20	5,135	256.75	0	0	0.00	12	2,769	230.75	3	1,867	622.33	5	499	99.80
Defense Logistics Agency	123	43,645	354.84	4	23	5.75	48	7,990	166.46	40	23,489	587.23	31	12,143	391.71
Defense National Geospatial-Intelligence	29	2,117	73.00	0	0	0.00	17	1,582	93.06	12	535	44.58	0	0	0.00
Defense National Guard Bureau	69	27,458	397.94	4	396	99.00	14	3,259	232.79	12	10,891	907.58	39	12,912	331.08
Defense National Security Agency	38	12,166	320.16	0	0	0.00	28	7,243	258.68	6	2,964	494.00	4	1,959	489.75
Defense Nuclear Facilities Safety Board	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Defense Office of the Inspector General	2	464	232.00	0	0	0.00	1	205	205.00	1	259	259.00	0	0	0.00
Defense Office of the Secretary	45	20,850	463.33	0	0	0.00	22	4,812	218.73	15	10,119	674.60	8	5,919	739.88
Defense Security Service	6	934	155.67	1	0	0.00	4	483	120.75	1	451	451.00	0	0	0.00
Defense Threat Reduction Agency	10	1,664	166.40	0	0	0.00	5	296	59.20	3	1,272	424.00	2	96	48.00
Defense Uniformed Services University	1	4	4.00	0	0	0.00	1	4	4.00	0	0	0.00	0	0	0.00
Department of Agriculture	1,395	879,180	630.24	198	23,491	118.64	239	70,708	295.85	500	404,256	808.51	458	380,725	831.28
Department of Commerce	322	120,355	373.77	2	10	5.00	109	13,983	128.28	130	57,629	443.30	81	48,733	601.64
Department of Education	79	17,883	226.37	24	2,487	103.63	32	4,276	133.63	20	9,063	453.15	3	2,057	685.67
Department of Energy	92	31,677	344.32	4	166	41.50	52	10,555	202.98	28	16,992	606.86	8	3,964	495.50
Department of Health and Human Services	366	139,407	380.89	13	518	39.85	124	16,881	136.14	120	50,402	420.02	109	71,606	656.94
Department of Homeland Security	2,380	1,224,921	514.67	11	545	49.55	1,027	256,572	249.83	700	549,379	784.83	642	418,425	651.75
Department of Housing and Urban Development	147	56,221	382.46	5	32	6.40	48	9,410	196.04	70	35,901	512.87	24	10,878	453.25
Department of Justice	609	237,957	390.73	45	4,344	96.53	195	33,329	170.92	217	138,808	639.67	152	61,476	404.45
Department of Labor	271	160,248	591.32	3	31	10.33	135	33,524	248.33	98	106,748	1,089.27	35	19,945	569.86
Department of State	72	22,687	315.10	4	187	46.75	33	5,440	164.85	26	12,376	476.00	9	4,684	520.44
Department of the Air Force	612	252,691	412.89	56	4,743	84.70	160	22,654	141.59	167	119,309	714.43	229	105,985	462.82
Department of the Army	1,102	358,818	325.61	18	455	25.28	574	75,912	132.25	284	160,146	563.89	226	122,305	541.17
Department of the Interior	440	202,322	459.82	42	4,485	106.79	194	35,138	181.12	165	144,814	877.66	39	17,885	458.59
Department of the Navy	648	229,593	354.31	21	1,177	56.05	338	71,250	210.80	172	104,845	609.56	117	52,321	447.19
Department of the Treasury	983	538,897	548.22	2	358	179.00	531	143,363	269.99	386	362,542	939.23	64	32,634	509.91
Department of Transportation	501	280,784	560.45	8	78	9.75	162	18,970	117.10	281	238,930	850.28	50	22,806	456.12
Department of Veterans Affairs	2,255	685,908	304.17	20	333	16.65	633	55,814	88.17	1,431	560,609	391.76	171	69,152	404.40

Table B-23 (1)

Table B-23 FY 2005 Summary of Pending Complaints By Category

Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
Environmental Protection Agency	92	41,283	448.73	2	167	83.50	24	3,006	125.25	36	23,709	658.58	30	14,401	480.03
EOP - National Drug Control Policy	1	777	777.00	0	0	0.00	0	0	0.00	0	0	0.00	1	777	777.00
EOP - Office of Administration	2	422	211.00	0	0	0.00	1	9	9.00	1	413	413.00	0	0	0.00
EOP - Office of Management and Budget	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
EOP - Office of the U.S. Trade Representative	1	246	246.00	0	0	0.00	1	246	246.00	0	0	0.00	0	0	0.00
Equal Employment Opportunity Commission	24	7,676	319.83	0	0	0.00	8	794	99.25	9	3,340	371.11	7	3,542	506.00
Export-Import Bank of the US	8	2,020	252.50	0	0	0.00	1	75	75.00	6	1,775	295.83	1	170	170.00
Farm Credit Administration	1	833	833.00	0	0	0.00	0	0	0.00	1	833	833.00	0	0	0.00
Federal Communications Commission	4	556	139.00	0	0	0.00	0	0	0.00	2	496	248.00	2	60	30.00
Federal Deposit Insurance Corporation	44	22,579	513.16	0	0	0.00	16	1,542	96.38	20	16,971	848.55	8	4,066	508.25
Federal Election Commission	2	82	41.00	0	0	0.00	2	82	41.00	0	0	0.00	0	0	0.00
Federal Energy Regulatory Commission	5	780	156.00	0	0	0.00	2	360	180.00	2	360	180.00	1	60	60.00
Federal Housing Finance Board	1	259	259.00	0	0	0.00	0	0	0.00	1	259	259.00	0	0	0.00
Federal Labor Relations Authority	2	1,623	811.50	0	0	0.00	0	0	0.00	2	1,623	811.50	0	0	0.00
Federal Maritime Commission	1	458	458.00	0	0	0.00	0	0	0.00	1	458	458.00	0	0	0.00
Federal Mediation and Conciliation Service	3	696	232.00	0	0	0.00	2	151	75.50	1	545	545.00	0	0	0.00
Federal Reserve System--Board of Governors	5	1,971	394.20	0	0	0.00	0	0	0.00	4	1,815	453.75	1	156	156.00
Federal Retirement Thrift Investment Board	1	668	668.00	0	0	0.00	0	0	0.00	1	668	668.00	0	0	0.00
Federal Trade Commission	5	1,502	300.40	0	0	0.00	1	23	23.00	4	1,479	369.75	0	0	0.00
General Services Administration	86	35,500	412.79	6	340	56.67	20	1,811	90.55	52	29,143	560.44	8	4,206	525.75
Government Printing Office	42	17,716	421.81	0	0	0.00	18	4,339	241.06	18	10,344	574.67	6	3,033	505.50
Holocaust Memorial Museum U.S.	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
International Boundary and Water Commission	6	1,845	307.50	0	0	0.00	0	0	0.00	6	1,845	307.50	0	0	0.00
International Trade Commission	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
John F. Kennedy Center for the Performing Arts	3	715	238.33	0	0	0.00	2	317	158.50	1	398	398.00	0	0	0.00
Merit Systems Protection Board	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
National Aeronautics and Space Administration	60	31,288	521.47	1	38	38.00	21	3,407	162.24	12	7,665	638.75	26	20,178	776.08
National Archives and Records Administration	11	2,916	265.09	0	0	0.00	3	183	61.00	6	2,256	376.00	2	477	238.50
National Credit Union Administration	7	4,313	616.14	0	0	0.00	2	168	84.00	2	736	368.00	3	3,409	1,136.33
National Endowment for the Arts	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
National Endowment for the Humanities	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
National Gallery of Art	2	1,084	542.00	0	0	0.00	0	0	0.00	2	1,084	542.00	0	0	0.00
National Labor Relations Board	4	1,760	440.00	0	0	0.00	0	0	0.00	4	1,760	440.00	0	0	0.00
National Science Foundation	2	1,201	600.50	0	0	0.00	0	0	0.00	2	1,201	600.50	0	0	0.00
National Transportation Safety Board	6	3,409	568.17	0	0	0.00	3	326	108.67	1	329	329.00	2	2,754	1,377.00
Nuclear Regulatory Commission	8	1,968	246.00	0	0	0.00	6	730	121.67	1	581	581.00	1	657	657.00
Office of Personnel Management	36	12,632	350.89	7	216	30.86	4	133	33.25	19	8,414	442.84	6	3,869	644.83
Office of Special Counsel	1	525	525.00	0	0	0.00	0	0	0.00	1	525	525.00	0	0	0.00
Overseas Private Investment Corporation	2	780	390.00	0	0	0.00	0	0	0.00	2	780	390.00	0	0	0.00
Peace Corps	3	382	127.33	0	0	0.00	1	150	150.00	2	232	116.00	0	0	0.00
Pension Benefit Guaranty Corporation	24	8,141	339.21	0	0	0.00	15	2,221	148.07	3	2,725	908.33	6	3,195	532.50
Railroad Retirement Board	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Securities and Exchange Commission	17	4,806	282.71	1	8	8.00	9	441	49.00	7	4,357	622.43	0	0	0.00
Selective Service System	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00	0	0	0.00
Small Business Administration	55	20,281	368.75	6	371	61.83	33	7,549	228.76	12	8,588	715.67	4	3,773	943.25

Table B-23 (2)

Table B-23 FY 2005 Summary of Pending Complaints By Category															
Agency or Department	Pending End of Period			Pending Acknowledgment			Pending Investigation			Pending Hearing			Pending Final Agency Action		
	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days	Number	Total Days	Average Days
<i>Smithsonian Institution</i>	22	13,714	623.36	0	0	0.00	9	1,343	149.22	13	12,371	951.62	0	0	0.00
Social Security Administration	740	502,399	678.92	30	528	17.60	213	42,007	197.22	255	228,982	897.97	242	230,882	954.06
Tennessee Valley Authority	90	19,777	219.74	2	665	332.50	23	4,378	190.35	36	7,036	195.44	29	7,698	265.45
U.S. Postal Service	5,532	1,954,967	353.39	136	989	7.27	1,605	107,388	66.91	3,156	1,651,289	523.22	635	195,301	307.56
U.S. Tax Court	1	86	86.00	0	0	0.00	1	86	86.00	0	0	0.00	0	0	0.00
Cabinet Level Subtotal	18,658	7,732,638	414.44	639	45,868	71.78	6,572	1,057,184	160.86	8,262	4,936,811	597.53	3,185	1,692,775	531.48
Midsized Agencies Subtotal	1,189	686,821	577.65	47	2,109	44.87	359	65,043	181.18	436	334,465	767.12	347	285,204	821.91
Small Agencies Subtotal	331	117,663	355.48	12	516	43.00	125	17,244	137.95	140	70,342	502.44	54	29,561	547.43
Grand Total	20,178	8,537,122	423.09	698	48,493	69.47	7,056	1,139,471	161.49	8,838	5,341,618	604.39	3,586	2,007,540	559.83

Table B-23 (3)

Table B-24 FY 2005 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%
Agency for International Development	10	0	0.00%	0	0.00%	10	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Armed Forces Retirement Home	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Broadcasting Board of Governors	6	0	0.00%	2	33.33%	4	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Central Intelligence Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%
Commodity Futures Trading	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Consumer Product Safety Commission	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Corporation for National and Community Service	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Supervision Agency for the District of Columbia	14	0	0.00%	0	0.00%	14	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Army and Air Force Exchange	266	0	0.00%	0	0.00%	266	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Commissary Agency	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Audit Agency	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Contract Management Agency	74	6	8.11%	0	0.00%	68	91.89%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Dependent Education Activity	11	5	45.45%	0	0.00%	6	54.55%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Finance and Accounting	18	18	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Human Resource Activity	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Information Systems Agency	14	2	14.29%	1	7.14%	11	78.57%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Intelligence Agency	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Logistics Agency	57	4	7.02%	0	0.00%	53	92.98%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Geospatial-	4	2	50.00%	2	50.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense National Guard Bureau	605	71	11.74%	20	3.31%	514	84.96%	61	0	0.00%	24	39.34%	37	60.66%	79	7	8.86%	0	0.00%	72	91.14%
Defense National Security Agency	4	3	75.00%	1	25.00%	0	0.00%	6	5	83.33%	1	16.67%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Nuclear Facilities Safety Board	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Inspector General	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Office of the Secretary	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Security Service	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Threat Reduction Agency	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Defense Uniformed Services University	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Agriculture	55	44	80.00%	8	14.55%	3	5.45%	1	1	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Department of Commerce	71	21	29.58%	0	0.00%	50	70.42%	5	5	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Department of Education	3	3	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Energy	90	1	1.11%	0	0.00%	89	98.89%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Health and Human Services	258	24	9.30%	3	1.16%	231	89.53%	0	0	0.00%	0	0.00%	0	0.00%	25	0	0.00%	0	0.00%	25	100.00%
Department of Homeland Security	226	10	4.42%	29	12.83%	187	82.74%	13	2	15.38%	11	84.62%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Housing and Urban Development	4	4	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Justice	536	14	2.61%	8	1.49%	514	95.90%	45	10	22.22%	5	11.11%	30	66.67%	0	0	0.00%	0	0.00%	0	0.00%
Department of Labor	30	0	0.00%	0	0.00%	30	100.00%	0	0	0.00%	0	0.00%	0	0.00%	11	2	18.18%	9	81.82%	0	0.00%
Department of State	250	0	0.00%	0	0.00%	250	100.00%	26	3	11.54%	0	0.00%	23	88.46%	3	0	0.00%	0	0.00%	3	100.00%
Department of the Air Force	311	129	41.48%	7	2.25%	175	56.27%	94	94	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 (1)

Table B-24 FY 2005 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%
Department of the Army	1,277	59	4.62%	33	2.58%	1,185	92.80%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Interior	398	13	3.27%	46	11.56%	339	85.18%	2	1	50.00%	0	0.00%	1	50.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Navy	156	139	89.10%	2	1.28%	15	9.62%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of the Treasury	145	56	38.62%	0	0.00%	89	61.38%	47	36	76.60%	0	0.00%	11	23.40%	1	0	0.00%	0	0.00%	1	100.00%
Department of Transportation	332	2	0.60%	0	0.00%	330	99.40%	14	14	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Department of Veterans Affairs	47	47	100.00%	0	0.00%	0	0.00%	49	49	100.00%	0	0.00%	0	0.00%	11	11	100.00%	0	0.00%	0	0.00%
Environmental Protection Agency	28	6	21.43%	1	3.57%	21	75.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - National Drug Control Policy	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Administration	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of Management and	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
EOP - Office of the U.S. Trade Representative	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Equal Employment Opportunity Commission	2	2	100.00%	0	0.00%	0	0.00%	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Export-Import Bank of the US	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Farm Credit Administration	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Communications Commission	8	2	25.00%	0	0.00%	6	75.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Deposit Insurance Corporation	7	2	28.57%	0	0.00%	5	71.43%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Election Commission	3	0	0.00%	0	0.00%	3	100.00%	1	0	0.00%	0	0.00%	1	100.00%	4	0	0.00%	0	0.00%	4	100.00%
Federal Energy Regulatory Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Housing Finance Board	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Labor Relations Authority	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Maritime Commission	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
Federal Mediation and Conciliation Service	4	0	0.00%	0	0.00%	4	100.00%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Reserve System--Board of Governors	2	2	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Retirement Thrift Investment Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Federal Trade Commission	9	1	11.11%	0	0.00%	8	88.89%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
General Services Administration	9	2	22.22%	0	0.00%	7	77.78%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Government Printing Office	3	0	0.00%	1	33.33%	2	66.67%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Holocaust Memorial Museum U.S.	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Boundary and Water Commission	4	0	0.00%	0	0.00%	4	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
International Trade Commission	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
John F. Kennedy Center for the Performing Arts	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Merit Systems Protection Board	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Aeronautics and Space Administration	28	1	3.57%	4	14.29%	23	82.14%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Archives and Records Administration	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%

Table B-24 (2)

Table B-24 FY 2005 Agency Staff Resources

Agency or Department	Agency Counselors							Agency Investigators							Agency Counselors/Investigators						
	Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty		Total	Full Time		Part Time		Collateral Duty	
		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%		Number	%	Number	%	Number	%
National Credit Union Administration	8	0	0.00%	0	0.00%	8	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Endowment for the Arts	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%
National Endowment for the Humanities	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Gallery of Art	9	0	0.00%	0	0.00%	9	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Labor Relations Board	43	3	6.98%	0	0.00%	40	93.02%	0	0	0.00%	0	0.00%	0	0.00%	7	7	100.00%	0	0.00%	0	0.00%
National Science Foundation	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
National Transportation Safety Board	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Nuclear Regulatory Commission	21	0	0.00%	0	0.00%	21	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Office of Personnel Management	10	0	0.00%	0	0.00%	10	100.00%	0	0	0.00%	0	0.00%	0	0.00%	6	6	100.00%	0	0.00%	0	0.00%
Office of Special Counsel	7	0	0.00%	0	0.00%	7	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Overseas Private Investment	2	0	0.00%	0	0.00%	2	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Peace Corps	10	0	0.00%	0	0.00%	10	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Pension Benefit Guaranty Corporation	5	0	0.00%	0	0.00%	5	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Railroad Retirement Board	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Securities and Exchange Commission	17	1	5.88%	0	0.00%	16	94.12%	3	0	0.00%	0	0.00%	3	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Selective Service System	6	0	0.00%	0	0.00%	6	100.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Business Administration	7	1	14.29%	0	0.00%	6	85.71%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Smithsonian Institution	2	2	100.00%	0	0.00%	0	0.00%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Social Security Administration	172	4	2.33%	15	8.72%	153	88.95%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Tennessee Valley Authority	23	1	4.35%	0	0.00%	22	95.65%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Postal Service	202	202	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
U.S. Tax Court	1	0	0.00%	0	0.00%	1	100.00%	1	0	0.00%	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%	0	0.00%
Cabinet Level Subtotal	5,473	882	16.12%	160	2.92%	4,431	80.96%	364	220	60.44%	41	11.26%	103	28.30%	132	22	16.67%	9	6.82%	101	76.52%
Midsize Agencies Subtotal	276	19	6.88%	20	7.25%	237	85.87%	1	1	100.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%	0	0.00%
Small Agencies Subtotal	269	12	4.46%	3	1.12%	254	94.42%	10	2	20.00%	0	0.00%	8	80.00%	26	22	84.62%	0	0.00%	4	15.38%
Grand Total	6,018	913	15.17%	183	3.04%	4,922	81.79%	375	223	59.47%	41	10.93%	111	29.60%	158	44	27.85%	9	5.70%	105	66.46%

Table B-25 FY 2005 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Agency for International Development	2,384	5	5	0	0	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	447	0	0	0	0	0	0	0	0	0	0	0	0
Broadcasting Board of Governors	1,762	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	3	0	1	2
Commodity Futures Trading Commission	511	5	5	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	421	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	581	4	2	2	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,095	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	36,461	29	29	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,142	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	10,842	10	6	0	4	0	0	0	0	0	0	0	0
Defense Dependent Education Activity	17,570	7	1	6	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	13,483	3	1	2	0	0	0	0	0	0	0	0	0
Defense Human Resource Activity	802	0	0	0	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,041	12	12	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,650	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	59,129	154	127	56	27	24	0	0	0	4	1	4	0
Defense National Security Agency	0	0	0	0	0	1	1	1	0	0	0	0	0
Defense Nuclear Facilities Safety Board	89	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,381	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary	6,135	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	515	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,119	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	713	1	1	5	0	0	0	0	0	0	0	0	0
Department of Agriculture	120,047	3	3	1	0	1	1	0	0	1	1	0	0
Department of Commerce	41,548	5	5	0	0	0	0	0	0	0	0	0	0
Department of Education	4,436	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	15,030	21	8	11	2	0	0	0	0	0	0	0	0
Department of Health and Human Services	64,643	65	28	32	6	0	0	0	0	0	0	0	0
Department of Homeland Security	157,522	42	42	6	0	0	0	0	0	0	0	0	0
Department of Housing and Urban Development	9,554	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	106,982	81	81	0	0	2	2	0	0	0	0	0	0
Department of Labor	15,490	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	18,580	104	104	0	0	0	0	0	0	0	0	0	0
Department of the Air Force	133,915	52	30	15	12	0	0	0	0	0	0	0	0
Department of the Army	225,612	313	270	69	8	0	0	0	0	0	0	0	0
Department of the Interior	76,268	92	90	3	1	0	0	0	0	0	0	0	0
Department of the Navy	187,535	9	9	0	0	0	0	0	0	0	0	0	0

Table B-25 (1)

Table B-25 FY 2005 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Department of the Treasury	123,454	14	12	10	2	2	2	0	0	0	0	0	0
Department of Transportation	55,604	163	134	16	16	0	0	0	0	0	0	0	0
Department of Veterans Affairs	230,577	4	4	4	0	9	9	9	0	0	0	0	0
Environmental Protection Agency	17,631	2	1	1	0	0	0	0	0	0	0	0	0
EOP - National Drug Control Policy	123	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	219	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Management and Budget	477	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	202	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,358	0	0	0	0	1	0	1	0	0	0	0	0
Export-Import Bank of the US	395	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	261	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	2,175	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,637	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	389	3	2	0	1	1	1	0	0	4	3	0	1
Federal Energy Regulatory Commission	1,286	2	1	1	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	3	3	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	159	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	122	0	0	0	0	0	0	0	0	1	0	1	0
Federal Mediation and Conciliation Service	300	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System—Board of Governors	1,868	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	92	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,017	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,812	0	0	0	0	0	0	0	0	0	0	0	0
Government Printing Office	2,372	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	396	2	2	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	225	0	0	0	0	0	0	0	0	0	0	0	0
International Trade Commission	381	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,073	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	225	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,891	2	2	0	0	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,094	1	1	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	939	3	0	0	3	0	0	0	0	0	0	0	0
National Endowment for the Arts	161	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	160	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	851	7	7	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,883	9	9	8	0	0	0	0	0	0	0	0	0
National Science Foundation	1,475	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	432	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,309	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,183	0	0	0	0	0	0	0	0	5	5	0	0
Office of Special Counsel	111	1	0	0	1	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	201	1	1	0	0	0	0	0	0	0	0	0	0

Table B-25 (2)

Table B-25 FY 2005 Agency New Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Peace Corps	874	3	3	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	814	2	2	0	0	0	0	0	0	0	0	0	0
Railroad Retirement Board	1,013	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,883	3	3	0	0	0	0	0	0	0	0	0	0
Selective Service System	146	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	4,574	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,058	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	66,463	5	5	2	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,703	2	2	2	0	0	0	0	0	0	0	0	0
U.S. Postal Service	800,742	17	18	0	0	0	0	0	0	0	0	0	0
U.S. Tax Court	234	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	2,581,534	1,201	1,015	236	78	39	15	10	0	5	2	4	0
Midsize Agencies Subtotal	143,769	11	10	5	0	0	0	0	0	0	0	0	0
Small Agencies Subtotal	48,213	54	46	11	5	2	1	1	0	13	8	2	3
Grand Total	2,773,516	1,266	1,071	252	83	41	16	11	0	18	10	6	3

Table B-26 FY 2005 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators Experienced Staff Training			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Agency for International Development	2,384	5	2	0	3	0	0	0	0	0	0	0	0
Armed Forces Retirement Home	447	0	0	0	0	0	0	0	0	0	0	0	0
Broadcasting Board of Governors	1,762	6	6	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	4	4	0	0
Commodity Futures Trading Commission	511	3	3	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	421	5	5	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	581	3	3	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,095	14	12	0	2	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	36,461	237	144	53	40	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	0	2	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,142	1	0	0	1	0	0	0	0	0	0	0	0
Defense Contract Management Agency	10,842	64	19	1	44	0	0	0	0	0	0	0	0
Defense Dependent Education Activity	17,570	4	4	4	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	13,483	15	15	0	0	0	0	0	0	0	0	0	0
Defense Human Resource Activity	802	1	1	0	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,041	2	2	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	6	5	0	1	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,650	57	23	0	34	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	4	4	1	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	59,129	385	233	34	242	9	28	0	15	48	27	5	29
Defense National Security Agency	0	4	4	0	0	5	5	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	89	2	2	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,381	8	8	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary	6,135	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	515	2	2	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,119	3	3	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	713	5	5	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	120,047	52	44	3	5	0	0	0	0	0	0	0	0
Department of Commerce	41,548	66	63	3	1	5	4	1	0	1	1	0	0
Department of Education	4,436	3	3	0	0	0	0	0	0	0	0	0	0
Department of Energy	15,030	69	59	1	9	1	1	0	0	0	0	0	0
Department of Health and Human Services	64,643	193	154	31	13	0	0	0	0	25	25	5	0
Department of Homeland Security	157,522	184	133	0	51	13	13	0	0	0	0	0	0
Department of Housing and Urban Development	9,554	4	4	0	0	0	0	0	0	0	0	0	0
Department of Justice	106,982	455	314	9	132	43	43	0	0	0	0	0	0
Department of Labor	15,490	30	30	0	0	0	0	0	0	11	11	0	0

Table B-26 FY 2005 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors Experienced Staff Training				Agency Investigators Experienced Staff Training				Agency Counselors/Investigators Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Department of State	18,580	146	8	2	136	26	3	0	23	3	0	3	0
Department of the Air Force	133,915	259	165	7	90	94	0	0	94	0	0	0	0
Department of the Army	225,612	964	616	320	68	0	0	0	0	0	0	0	0
Department of the Interior	76,268	306	95	60	157	2	1	0	1	0	0	0	0
Department of the Navy	187,535	147	141	0	6	0	0	0	0	0	0	0	0
Department of the Treasury	123,454	131	121	9	3	45	1	43	1	1	1	0	0
Department of Transportation	55,604	174	168	146	14	14	0	13	1	0	0	0	0
Department of Veterans Affairs	230,577	43	43	0	0	40	40	0	0	11	11	0	0
Environmental Protection Agency	17,631	26	26	0	0	0	0	0	0	0	0	0	0
EOP - National Drug Control Policy	123	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	219	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Management and Budget	477	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade	202	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,358	2	1	0	1	1	0	0	1	0	0	0	0
Export-Import Bank of the US	395	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	261	8	8	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	2,175	8	8	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,637	7	7	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	389	0	0	2	1	0	0	1	0	0	0	3	0
Federal Energy Regulatory Commission	1,286	2	1	1	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	159	5	5	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	122	2	2	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	300	4	4	0	0	3	3	0	0	0	0	0	0
Federal Reserve System--Board of	1,868	2	2	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	92	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,017	9	9	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,812	9	1	3	5	0	0	0	0	0	0	0	0
Government Printing Office	2,372	3	3	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	396	5	5	0	0	0	0	0	0	0	0	0	0
International Boundary and Water	225	4	4	0	0	0	0	0	0	0	0	0	0
International Trade Commission	381	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,073	2	2	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	225	2	1	0	1	0	0	0	0	0	0	0	0
National Aeronautics and Space	18,891	26	11	7	8	0	0	0	0	0	0	0	0
National Archives and Records	3,094	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	939	5	5	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	161	2	2	0	0	0	0	0	0	1	1	0	0

Table B-26 FY 2005 Agency Experienced Staff Training

Agency or Department	Total Work Force	Agency Counselors				Agency Investigators				Agency Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
National Endowment for the Humanities	160	3	3	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	851	2	1	0	1	0	0	0	0	0	0	0	0
National Labor Relations Board	1,883	34	34	0	0	0	0	0	0	7	7	0	0
National Science Foundation	1,475	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	432	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,309	21	21	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,183	10	2	8	0	0	0	0	0	1	0	1	0
Office of Special Counsel	111	8	5	0	1	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	201	1	1	0	0	0	0	0	0	0	0	0	0
Peace Corps	874	7	7	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	814	3	1	0	2	0	0	0	0	0	0	0	0
Railroad Retirement Board	1,013	6	6	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,883	14	5	0	9	3	3	0	0	0	0	0	0
Selective Service System	146	6	0	0	6	0	0	0	0	0	0	0	0
Small Business Administration	4,574	7	5	0	2	0	0	0	0	0	0	0	0
Smithsonian Institution	6,058	2	2	0	0	1	1	0	0	0	0	0	0
Social Security Administration	66,463	167	165	2	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,703	21	21	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	800,742	185	183	2	0	0	0	0	0	0	0	0	0
U.S. Tax Court	234	1	1	0	0	1	1	0	0	0	0	0	0
Cabinet Level Subtotal	2,581,534	4,211	2,818	688	1,047	297	139	57	135	100	76	13	29
Midsized Agencies Subtotal	143,769	265	238	12	15	1	1	0	0	0	0	0	0
Small Agencies Subtotal	48,213	215	180	11	27	8	7	1	1	13	12	4	0
Grand Total	2,773,516	4,691	3,236	711	1,089	306	147	58	136	113	88	17	29

Table B-27 FY 2005 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Agency for International Development	2,384	0	0	0	0	1	0	1	0	0	0	0	0
Armed Forces Retirement Home	447	0	0	0	0	0	0	0	0	0	0	0	0
Broadcasting Board of Governors	1,762	0	0	0	0	0	0	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Commodity Futures Trading Commission	511	0	0	0	0	0	0	0	0	0	0	0	0
Consumer Product Safety Commission	421	0	0	0	0	0	0	0	0	0	0	0	0
Corporation for National and Community Service	581	0	0	0	0	0	0	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,095	0	0	0	0	0	0	0	0	0	0	0	0
Defense Army and Air Force Exchange	36,461	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	12	8	0	23	13	10	0	0	0	0	0
Defense Contract Audit Agency	4,142	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	10,842	0	0	0	0	0	0	0	0	0	0	0	0
Defense Dependent Education Activity	17,570	0	0	0	0	22	22	0	0	0	0	0	0
Defense Finance and Accounting Service	13,483	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resource Activity	802	0	0	2	0	0	0	0	0	0	0	0	0
Defense Information Systems Agency	5,041	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,650	1	1	2	0	0	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	0	0	0	0	19	0	19	0	0	0	0	0
Defense National Guard Bureau	59,129	0	0	0	0	3	0	1	0	0	0	0	0
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	89	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,381	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Secretary	6,135	0	0	0	0	0	0	0	0	0	0	0	0
Defense Security Service	515	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,119	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	713	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	120,047	0	0	0	0	22	12	10	0	1	1	0	0
Department of Commerce	41,548	0	0	0	0	0	0	0	0	0	0	0	0
Department of Education	4,436	0	0	0	0	0	0	0	0	0	0	0	0
Department of Energy	15,030	0	0	0	0	0	0	0	0	0	0	0	0
Department of Health and Human Services	64,643	0	0	0	0	0	0	0	0	0	0	0	0
Department of Homeland Security	157,522	6	6	0	0	0	0	0	0	0	0	0	0
Department of Housing and Urban Development	9,554	0	0	0	0	0	0	0	0	0	0	0	0
Department of Justice	106,982	0	0	0	0	5	5	0	0	0	0	0	0
Department of Labor	15,490	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	18,580	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Air Force	133,915	3	0	0	3	0	0	0	0	0	0	0	0
Department of the Army	225,612	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Interior	76,268	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Navy	187,535	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 (1)

Table B-27 FY 2005 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Department of the Treasury	123,454	0	0	0	0	0	0	0	0	0	0	0	0
Department of Transportation	55,604	0	0	0	0	0	0	0	0	0	0	0	0
Department of Veterans Affairs	230,577	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Protection Agency	17,631	0	0	0	0	0	0	0	0	0	0	0	0
EOP - National Drug Control Policy	123	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	219	0	0	0	0	1	0	0	1	0	0	0	0
EOP - Office of Management and Budget	477	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	202	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,358	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	395	0	0	0	0	0	0	0	0	0	0	0	0
Farm Credit Administration	261	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	2,175	0	0	0	0	0	0	0	0	0	0	0	0
Federal Deposit Insurance Corporation	4,637	0	0	0	0	0	0	0	0	0	0	0	0
Federal Election Commission	389	0	0	0	0	0	0	0	0	0	0	0	1
Federal Energy Regulatory Commission	1,286	0	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	1	0	1	0	1	0	1	0	0	0	0	0
Federal Labor Relations Authority	159	0	0	0	0	0	0	0	0	0	0	0	0
Federal Maritime Commission	122	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	300	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System—Board of Governors	1,868	0	0	0	0	0	0	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	92	0	0	0	0	0	0	0	0	0	0	0	0
Federal Trade Commission	1,017	0	0	0	0	0	0	0	0	0	0	0	0
General Services Administration	12,812	4	4	0	0	1	1	0	0	2	0	2	0
Government Printing Office	2,372	0	0	0	0	0	0	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	396	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	225	0	0	0	0	0	0	0	0	0	0	0	0
International Trade Commission	381	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,073	0	0	0	0	0	0	0	0	0	0	0	0
Merit Systems Protection Board	225	0	0	0	0	0	0	0	0	0	0	0	0
National Aeronautics and Space Administration	18,891	1	0	0	1	0	0	0	0	0	0	0	0
National Archives and Records Administration	3,094	0	0	0	0	0	0	0	0	0	0	0	0
National Credit Union Administration	939	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Arts	161	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	160	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	851	0	0	0	0	0	0	0	0	0	0	0	0
National Labor Relations Board	1,883	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundation	1,475	0	0	0	0	0	0	0	0	0	0	0	0
National Transportation Safety Board	432	0	0	0	0	0	0	0	0	0	0	0	0
Nuclear Regulatory Commission	3,309	0	0	0	0	0	0	0	0	0	0	0	0
Office of Personnel Management	5,183	0	0	0	0	0	0	0	0	0	0	0	0
Office of Special Counsel	111	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	201	0	0	0	0	0	0	0	0	0	0	0	0

Table B-27 (2)

Table B-27 FY 2005 Contractor New Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		New Staff Training				New Staff Training				New Staff Training			
		Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None	Total	32 Hour	8 Hour	None
Peace Corps	874	0	0	0	0	0	0	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	814	1	0	0	1	0	0	0	0	0	0	0	0
Railroad Retirement Board	1,013	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,883	0	0	0	0	0	0	0	0	0	0	0	0
Selective Service System	146	0	0	0	0	0	0	0	0	0	0	0	0
Small Business Administration	4,574	0	0	0	0	0	0	0	0	0	0	0	0
Smithsonian Institution	6,058	0	0	0	0	0	0	0	0	0	0	0	0
Social Security Administration	66,463	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,703	0	0	0	0	0	0	0	0	0	0	0	0
U.S. Postal Service	800,742	0	0	0	0	56	56	0	0	0	0	0	0
U.S. Tax Court	234	0	0	0	0	0	0	0	0	0	0	0	0
Cabinet Level Subtotal	2,581,534	10	19	12	3	150	108	40	0	1	1	0	0
Midsized Agencies Subtotal	143,769	5	4	0	1	1	1	0	0	2	0	2	0
Small Agencies Subtotal	48,213	2	0	1	1	3	0	2	1	0	0	0	1
Grand Total	2,773,516	17	23	13	5	154	109	42	1	3	1	2	1

Table B-28 FY 2005 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Agency for International Development	2,384	0	0	0	0	3	3	0	0	0	0	0	0
Armed Forces Retirement Home	447	2	0	2	0	4	4	0	0	0	0	0	0
Broadcasting Board of Governors	1,762	6	6	0	0	7	7	0	0	0	0	0	0
Central Intelligence Agency	0	0	0	0	0	1	1	0	0	0	0	0	0
Commodity Futures Trading Commission	511	0	0	0	0	1	0	0	1	0	0	0	0
Consumer Product Safety Commission	421	0	0	0	0	3	0	3	0	0	0	0	0
Corporation for National and Community Service	581	0	0	0	0	3	3	0	0	0	0	0	0
Court Services and Offender Supervision Agency for the District of Columbia	1,095	0	0	0	0	2	0	2	0	0	0	0	0
Defense Army and Air Force Exchange	36,461	0	0	0	0	0	0	0	0	0	0	0	0
Defense Commissary Agency	15,923	0	0	0	0	0	0	0	0	0	0	0	0
Defense Contract Audit Agency	4,142	3	3	0	0	0	0	0	0	0	0	0	0
Defense Contract Management Agency	10,842	2	2	0	0	0	0	0	0	0	0	0	0
Defense Dependent Education Activity	17,570	0	0	0	0	0	0	0	0	0	0	0	0
Defense Finance and Accounting Service	13,483	0	0	0	0	0	0	0	0	0	0	0	0
Defense Human Resource Activity	802	2	2	0	0	1	1	0	0	0	0	0	0
Defense Information Systems Agency	5,041	0	0	0	0	0	0	0	0	0	0	0	0
Defense Intelligence Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Logistics Agency	20,650	0	0	0	0	1	0	0	0	0	0	0	0
Defense National Geospatial-Intelligence	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense National Guard Bureau	59,129	0	24	24	10	2	2	0	10	0	0	0	10
Defense National Security Agency	0	0	0	0	0	0	0	0	0	0	0	0	0
Defense Nuclear Facilities Safety Board	89	0	0	0	0	0	0	0	0	0	0	0	0
Defense Office of the Inspector General	1,381	0	0	0	0	0	0	0	0	1	1	0	0
Defense Office of the Secretary	6,135	7	7	0	0	2	2	0	0	0	0	0	0
Defense Security Service	515	0	0	0	0	0	0	0	0	0	0	0	0
Defense Threat Reduction Agency	1,119	0	0	0	0	0	0	0	0	0	0	0	0
Defense Uniformed Services University	713	0	0	0	0	0	0	0	0	0	0	0	0
Department of Agriculture	120,047	8	7	1	0	392	272	12	108	7	6	1	0
Department of Commerce	41,548	0	0	0	0	32	32	0	0	0	0	0	0
Department of Education	4,436	0	0	0	0	9	9	0	0	9	9	0	0
Department of Energy	15,030	0	0	0	0	21	21	0	0	9	9	0	0
Department of Health and Human Services	64,643	0	0	0	0	147	147	0	0	0	0	0	0
Department of Homeland Security	157,522	60	60	0	0	359	273	86	0	0	0	0	0
Department of Housing and Urban Development	9,554	0	0	0	0	67	67	4	0	0	0	0	0
Department of Justice	106,982	0	0	0	0	90	90	0	0	0	0	0	0
Department of Labor	15,490	0	0	0	0	0	0	0	0	0	0	0	0
Department of State	18,580	0	0	0	0	23	23	0	0	0	0	0	0
Department of the Air Force	133,915	2	0	0	2	0	0	0	0	0	0	0	0

Table B-28 (1)

Table B-28 FY 2005 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
Department of the Army	225,612	0	0	0	0	0	0	0	0	0	0	0	0
Department of the Interior	76,268	0	0	0	0	47	47	0	0	3	3	0	0
Department of the Navy	187,535	5	4	0	1	0	0	0	0	0	0	0	0
Department of the Treasury	123,454	5	5	0	0	0	0	0	0	0	0	0	0
Department of Transportation	55,604	0	6	0	0	52	0	52	0	0	0	0	0
Department of Veterans Affairs	230,577	0	0	0	0	0	0	0	0	0	0	0	0
Environmental Protection Agency	17,631	0	0	0	0	6	6	0	0	0	0	0	0
EOP - National Drug Control Policy	123	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Administration	219	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of Management and Budget	477	0	0	0	0	0	0	0	0	0	0	0	0
EOP - Office of the U.S. Trade Representative	202	0	0	0	0	0	0	0	0	0	0	0	0
Equal Employment Opportunity Commission	2,358	0	0	0	0	0	0	0	0	0	0	0	0
Export-Import Bank of the US	395	0	0	0	0	4	4	0	0	0	0	0	0
Farm Credit Administration	261	0	0	0	0	0	0	0	0	0	0	0	0
Federal Communications Commission	2,175	0	0	0	0	2	0	0	2	0	0	0	0
Federal Deposit Insurance Corporation	4,637	5	5	0	0	10	10	0	0	0	0	0	0
Federal Election Commission	389	0	0	0	0	0	0	0	0	0	0	0	0
Federal Energy Regulatory Commission	1,286	0	0	0	0	0	0	0	0	0	0	0	0
Federal Housing Finance Board	134	0	0	0	0	0	0	0	0	0	0	0	0
Federal Labor Relations Authority	159	0	0	0	0	2	2	0	0	0	0	0	0
Federal Maritime Commission	122	0	0	0	0	0	0	0	0	0	0	0	0
Federal Mediation and Conciliation Service	300	0	0	0	0	0	0	0	0	0	0	0	0
Federal Reserve System--Board of Governors	1,868	0	0	0	0	3	3	0	0	0	0	0	0
Federal Retirement Thrift Investment Board	92	0	0	0	0	1	1	0	0	0	0	0	0
Federal Trade Commission	1,017	0	0	0	0	1	1	0	0	0	0	0	0
General Services Administration	12,812	59	52	6	1	110	110	0	0	58	13	45	0
Government Printing Office	2,372	0	0	0	0	14	14	0	0	0	0	0	0
Holocaust Memorial Museum U.S.	396	0	0	0	0	0	0	0	0	0	0	0	0
International Boundary and Water Commission	225	0	0	0	0	2	2	0	0	0	0	0	0
International Trade Commission	381	0	0	0	0	0	0	0	0	0	0	0	0
John F. Kennedy Center for the Performing Arts	1,073	0	0	0	0	1	1	0	0	0	0	0	0
Merit Systems Protection Board	225	0	0	0	0	1	0	0	1	0	0	0	0
National Aeronautics and Space Administration	18,891	29	28	1	0	0	0	0	0	4	4	0	0
National Archives and Records Administration	3,094	0	0	0	0	7	7	0	0	0	0	0	0
National Credit Union Administration	939	0	0	0	0	4	4	0	0	0	0	0	0
National Endowment for the Arts	161	0	0	0	0	0	0	0	0	0	0	0	0
National Endowment for the Humanities	160	0	0	0	0	0	0	0	0	0	0	0	0
National Gallery of Art	851	0	0	0	0	1	0	0	1	0	0	0	0

Table B-28 FY 2005 Contractor Experienced Staff Training

Agency or Department	Total Work Force	Contract Counselors				Contract Investigators				Contract Counselors/Investigators			
		Experienced Staff Training				Experienced Staff Training				Experienced Staff Training			
		Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None	Total	8 Hour	32 Hour	None
National Labor Relations Board	1,883	0	0	0	0	0	0	0	0	0	0	0	0
National Science Foundation	1,475	1	0	1	0	1	0	1	0	0	0	0	0
National Transportation Safety Board	432	2	0	0	0	0	0	0	0	3	3	0	0
Nuclear Regulatory Commission	3,309	0	0	0	0	6	6	0	0	0	0	0	0
Office of Personnel Management	5,183	0	0	0	0	14	9	6	0	0	0	0	0
Office of Special Counsel	111	0	0	0	0	0	0	0	0	0	0	0	0
Overseas Private Investment Corporation	201	0	0	0	0	1	1	0	0	0	0	0	0
Peace Corps	874	0	0	0	0	7	7	0	0	0	0	0	0
Pension Benefit Guaranty Corporation	814	0	0	0	0	4	4	0	0	0	0	0	0
Railroad Retirement Board	1,013	0	0	0	0	0	0	0	0	0	0	0	0
Securities and Exchange Commission	3,883	0	0	0	0	10	10	0	0	0	0	0	0
Selective Service System	146	1	1	0	0	1	1	0	0	0	0	0	0
Small Business Administration	4,574	0	0	0	0	2	2	0	0	0	0	0	0
Smithsonian Institution	6,058	0	0	0	0	5	5	0	0	0	0	0	0
Social Security Administration	66,463	0	0	0	0	0	0	0	0	0	0	0	0
Tennessee Valley Authority	12,703	0	0	0	0	2	2	0	0	0	0	0	0
U.S. Postal Service	800,742	0	0	0	0	58	56	2	0	0	0	0	0
U.S. Tax Court	234	0	0	0	0	1	1	0	0	0	0	0	0
Cabinet Level Subtotal	2,581,534	94	120	25	13	1,303	1,042	156	118	29	28	1	10
Midsized Agencies Subtotal	143,769	93	85	7	1	135	135	0	0	62	17	45	0
Small Agencies Subtotal	48,213	12	7	3	0	112	96	12	5	3	3	0	0
Grand Total	2,773,516	199	212	35	14	1,550	1,273	168	123	94	48	46	10

Table B-29 FY 2005 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Agency for International Development	2,384	9	0.38%	7	4	0	0.00%	2	1	50.00%
Armed Forces Retirement Home	447	1	0.22%	1	0	0	--	1	1	100.00%
Broadcasting Board of Governors	1,762	9	0.51%	9	4	0	0.00%	5	2	40.00%
Central Intelligence Agency	0	6	--	4	1	0	0.00%	2	0	0.00%
Commodity Futures Trading Commission	511	0	0.00%	0	0	0	--	0	0	--
Consumer Product Safety Commission	421	2	0.48%	2	1	0	0.00%	1	0	0.00%
Corporation for National and Community Service	581	0	0.00%	2	1	0	0.00%	0	0	--
Court Services and Offender Supervision Agency for the District of Columbia	1,095	1	0.09%	1	0	0	--	1	0	0.00%
Defense Army and Air Force Exchange	36,461	27	0.07%	34	9	2	22.22%	21	1	4.76%
Defense Commissary Agency	15,923	57	0.36%	54	25	0	0.00%	28	7	25.00%
Defense Contract Audit Agency	4,142	6	0.14%	5	0	0	--	4	0	0.00%
Defense Contract Management Agency	10,842	23	0.21%	29	15	0	0.00%	13	2	15.38%
Defense Dependent Education Activity	17,570	22	0.13%	26	14	0	0.00%	12	2	16.67%
Defense Finance and Accounting Service	13,483	49	0.36%	83	30	0	0.00%	50	8	16.00%
Defense Human Resource Activity	802	0	0.00%	0	0	0	--	0	0	--
Defense Information Systems Agency	5,041	2	0.04%	3	1	0	0.00%	2	0	0.00%
Defense Intelligence Agency	0	5	--	6	3	0	0.00%	3	1	33.33%
Defense Logistics Agency	20,650	48	0.23%	54	26	2	7.69%	26	1	3.85%
Defense National Geospatial-Intelligence	0	0	--	0	0	0	--	2	1	50.00%
Defense National Guard Bureau	59,129	15	0.03%	14	2	0	0.00%	12	5	41.67%
Defense National Security Agency	0	6	--	7	1	0	0.00%	5	1	20.00%
Defense Nuclear Facilities Safety Board	89	0	0.00%	0	0	0	--	0	0	--
Defense Office of the Inspector General	1,381	0	0.00%	0	0	0	--	0	0	--
Defense Office of the Secretary	6,135	16	0.26%	17	6	0	0.00%	9	5	55.56%
Defense Security Service	515	2	0.39%	2	1	0	0.00%	0	0	--
Defense Threat Reduction Agency	1,119	1	0.09%	2	1	0	0.00%	1	1	100.00%

Table B-29 (1)

Table B-29 FY 2005 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Defense Uniformed Services University	713	0	0.00%	0	0	0	--	0	0	--
Department of Agriculture	120,047	207	0.17%	229	125	5	4.00%	86	7	8.14%
Department of Commerce	41,548	69	0.17%	57	28	1	3.57%	26	6	23.08%
Department of Education	4,436	9	0.20%	15	8	0	0.00%	6	0	0.00%
Department of Energy	15,030	33	0.22%	41	23	1	4.35%	14	3	21.43%
Department of Health and Human Services	64,643	81	0.13%	81	38	1	2.63%	36	11	30.56%
Department of Homeland Security	157,522	359	0.23%	321	131	10	7.63%	153	26	16.99%
Department of Housing and Urban Development	9,554	55	0.58%	54	25	3	12.00%	24	2	8.33%
Department of Justice	106,982	187	0.17%	202	91	11	12.09%	96	10	10.42%
Department of Labor	15,490	55	0.36%	66	21	5	23.81%	38	8	21.05%
Department of State	18,580	36	0.19%	34	17	0	0.00%	16	1	6.25%
Department of the Air Force	133,915	171	0.13%	206	80	3	3.75%	96	17	17.71%
Department of the Army	225,612	412	0.18%	421	141	4	2.84%	238	82	34.45%
Department of the Interior	76,268	104	0.14%	118	66	2	3.03%	43	6	13.95%
Department of the Navy	187,535	282	0.15%	299	132	9	6.82%	142	29	20.42%
Department of the Treasury	123,454	180	0.15%	215	108	8	7.41%	91	8	8.79%
Department of Transportation	55,604	201	0.36%	180	55	4	7.27%	105	24	22.86%
Department of Veterans Affairs	230,577	697	0.30%	689	305	15	4.92%	319	37	11.60%
Environmental Protection Agency	17,631	40	0.23%	32	14	1	7.14%	16	0	0.00%
EOP - National Drug Control Policy	123	0	0.00%	0	0	0	--	0	0	--
EOP - Office of Administration	219	0	0.00%	0	0	0	--	0	0	--
EOP - Office of Management and Budget	477	0	0.00%	0	0	0	--	0	0	--
EOP - Office of the U.S. Trade Representative	202	0	0.00%	0	0	0	--	0	0	--
Equal Employment Opportunity Commission	2,358	10	0.42%	10	6	0	0.00%	1	0	0.00%
Export-Import Bank of the US	395	1	0.25%	0	0	0	--	0	0	--
Farm Credit Administration	261	0	0.00%	0	0	0	--	0	0	--

Table B-29 (2)

Table B-29 FY 2005 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
Federal Communications Commission	2,175	2	0.09%	1	0	0	--	1	0	0.00%
Federal Deposit Insurance Corporation	4,637	10	0.22%	12	6	0	0.00%	5	1	20.00%
Federal Election Commission	389	0	0.00%	0	0	0	--	0	0	--
Federal Energy Regulatory Commission	1,286	1	0.08%	1	0	0	--	1	0	0.00%
Federal Housing Finance Board	134	0	0.00%	1	0	0	--	1	0	0.00%
Federal Labor Relations Authority	159	0	0.00%	0	0	0	--	0	0	--
Federal Maritime Commission	122	0	0.00%	0	0	0	--	0	0	--
Federal Mediation and Conciliation Service	300	0	0.00%	1	0	0	--	1	0	0.00%
Federal Reserve System--Board of Governors	1,868	0	0.00%	0	0	0	--	0	0	--
Federal Retirement Thrift Investment Board	92	0	0.00%	0	0	0	--	0	0	--
Federal Trade Commission	1,017	2	0.20%	1	0	0	--	1	0	0.00%
General Services Administration	12,812	33	0.26%	32	13	1	7.69%	15	3	20.00%
Government Printing Office	2,372	7	0.30%	3	1	0	0.00%	2	1	50.00%
Holocaust Memorial Museum U.S.	396	0	0.00%	1	1	0	0.00%	0	0	--
International Boundary and Water Commission	225	1	0.44%	2	0	0	--	1	0	0.00%
International Trade Commission	381	0	0.00%	0	0	0	--	0	0	--
John F. Kennedy Center for the Performing Arts	1,073	2	0.19%	2	1	0	0.00%	1	0	0.00%
Merit Systems Protection Board	225	2	0.89%	2	0	0	--	2	0	0.00%
National Aeronautics and Space Administration	18,891	8	0.04%	13	7	0	0.00%	6	1	16.67%
National Archives and Records Administration	3,094	6	0.19%	5	3	0	0.00%	2	0	0.00%
National Credit Union Administration	939	3	0.32%	4	3	1	33.33%	1	0	0.00%
National Endowment for the Arts	161	0	0.00%	0	0	0	--	0	0	--
National Endowment for the Humanities	160	0	0.00%	0	0	0	--	0	0	--
National Gallery of Art	851	3	0.35%	3	3	0	0.00%	0	0	--

Table B-29 (3)

Table B-29 FY 2005 Appellate Receipts and Closures

Agency Name	Total Work Force	Number Appellate Receipts	% Appellate Receipts Per Total Work Force	Number Appellate Closures	Number Appellate Merit Closures	Number Appellate Findings of Discrimination (Disc.)	% Appellate Findings of Disc. Per Merit Closures	Number Appellate Procedural (Proc.) Closures	Number Appellate Reversals of Proc. Closures	% Appellate Reversals Per Proc. Closures
National Labor Relations Board	1,883	3	0.16%	4	2	0	0.00%	2	0	0.00%
National Science Foundation	1,475	2	0.14%	2	0	0	--	0	0	--
National Transportation Safety Board	432	5	1.16%	2	2	0	0.00%	0	0	--
Nuclear Regulatory Commission	3,309	2	0.06%	4	1	0	0.00%	2	0	0.00%
Office of Personnel Management	5,183	42	0.81%	29	4	0	0.00%	16	2	12.50%
Office of Special Counsel	111	0	0.00%	0	0	0	--	0	0	--
Overseas Private Investment Corporation	201	0	0.00%	0	0	0	--	0	0	--
Peace Corps	874	2	0.23%	2	1	0	0.00%	1	0	0.00%
Pension Benefit Guaranty Corporation	814	1	0.12%	1	0	0	--	1	0	0.00%
Railroad Retirement Board	1,013	1	0.10%	2	2	0	0.00%	0	0	--
Securities and Exchange Commission	3,883	11	0.28%	9	2	1	50.00%	5	0	0.00%
Selective Service System	146	0	0.00%	1	1	0	0.00%	0	0	--
Small Business Administration	4,574	21	0.46%	12	4	0	0.00%	8	2	25.00%
Smithsonian Institution	5,058	10	0.17%	14	6	0	0.00%	8	4	50.00%
Social Security Administration	66,463	184	0.28%	184	86	6	6.98%	77	8	10.39%
Tennessee Valley Authority	12,703	19	0.15%	11	5	2	40.00%	4	0	0.00%
U.S. Postal Service	800,742	3,599	0.45%	3,510	1,285	47	3.66%	1,767	320	18.11%
U.S. Tax Court	234	0	0.00%	0	0	0	--	0	0	--
Other Agencies*	--	12		11	2	0	0.00%	5	2	40.00%
Grand Total	2,773,516	7,490	0.27%	7,514	3,000	145	4.83%	3,682	660	17.93%

Other agencies include Institute of Museum & Library Services, Administrative Office of the U.S. Courts, National Geospatial Intelligence Agency, National Reconnaissance Office, Presidio Trust, and Commission on Civil Rights.